

MARICOPA COUNTY SCHOOL SUPERINTENDENT

2023 MARCH CULTURE AND CLIMATE CALENDAR

FEEDBACK

WEEK 1

Create a Culture of Feedback

Feedback builds capacity, improves practice, and empowers

- Cultivate a community of professional inquiry
- Model and encourage curiosity
- Provide time for reflection and practice
- Frame feedback as a collegial gift that builds trust and prompts reflection

[Feedback as a Form of Care In Schools](#)

WEEK 2

Keys to Effective Feedback

Including essential components increases the impact

- Tangible and Transparent- clearly connected to actions supporting the goal
- Actionable- provides concrete and specific information that can be acted upon
- Timely- is received at a useful time and not too lagging
- Ongoing- provides multiple opportunities to use in “real-time”

[21 Components of Effective Feedback](#)

WEEK 3

Four Paths to Effective Feedback

Differentiated feedback is the lever that propels successful instructional change

- Diagnostic: identifies root cause and clarifies expectations
- Prescriptive: provides corrective options to improve efforts
- Descriptive: supports teacher reflection and identification of adjustments
- Micro: provides nuances, tweaks, minor adjustments

[The Four Paths to Effective Feedback](#)

WEEK 4

Seek Feedback

Be intentional about feedback to support school improvement and your professional growth.

- Vary the format with one-on-one meetings, brainstorm sessions, office hours, online surveys, focus groups, etc
- Solicit specifics around leadership style, communication, coaching
- Consider protocols from simple reflection with glows and grows to more complex problem-solving with a [Consultancy Protocol](#)
- Include student voice with focus groups, panels, or an advisory team