****TIPS FOR GIVING EFFECTIVE FEEDBACK**

We asked teacher candidates (TCs), “What makes for effective feedback?” Here are some tips we heard from them that are consistent with research on effective feedback. These tips can be used for any kinds of feedback that you (mentors) provide.

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| ❑ Before observing, talk about a goal/strategy, what to watch for, and what (if any) data to collect during the observation.❑ Provide time for you to both independently reflect without judgment, focusing on TCs’ selected goal.❑ Invite responses from TCs about students first.***Tip:*** *Start by asking “What did you see and hear kids doing today in response to your instruction?*❑ Share concrete examples from class (observations you made, student work, data).❑ Encourage cause and effect reasoning to connect instructional choices and student responses.❑ Include reasoning with any suggestions you make (e.g., why something would or would not work; trade-offs; connections to broader objectives/goals for student learning). ***Tip:*** *Share your experiences from previous years.*❑ Identify specific things that went well ***and*** can be better. (Both!)❑ Give immediate feedback on things that TCs can try (again) soon.***Tip:***Share some options for activities and related resources if applicable.Give feedback on the same area of focus three times so that TCs can strengthentheir practices and you can discuss progress together.❑❑ |

**Notes:**

Consider using the feedback index cards to structure observations and feedback. You can find more information and examples of the tool on the website (mentorteachers.org).