

Feedback that Sticks

THE CHALLENGE



Do you find yourself giving feedback... but then walk back into classrooms and see that nothing has changed?

Despite regular feedback, instructional practice stays the same. Leaders invest time in observations and notes, but teachers struggle to translate feedback into real, lasting change.

What's Really Going On?

Feedback is often too broad, not actionable enough, or gets buried in the busy day-to-day. Without immediate support or a way to revisit the feedback, teachers revert to old habits.

TRY THIS INSTEAD



Give Feedback that Sticks

Name *One* Specific High-Leverage Move

- Phrase it as one bite-sized, observable action
- *Example: Instead of “work on classroom management, getting attention, and have a Do Now ready when kids walk in.” say: “Give directions before passing out materials.”*

Follow Up Fast

- Pop in the next day, observe the move, and give a quick thumbs-up or 1-sentence note.
- *Example: “I saw you give clear directions before handing out the scissors—great shift!”*

Use Video for Reflection

- Have the teacher record a short clip using the move, then reflect on it together.
- *Example: Watch the clip and ask, “What did you notice about student attention when you gave directions first?”*