



THE FEEDBACK FIX

CONTINUING EDUCATION SERIES

Day school leaders and teachers

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MODULE #1

FOSTERING CREATIVITY THROUGH FEEDBACK

OVERVIEW

As schools move towards collaborative, project-based learning, teachers must find ways to communicate progress without crushing creativity. In this module, teachers will learn how they can foster greater creativity by changing their feedback tone, timing, and technique – from how projects are assessed to the way students collaborate. Through guided examples and actionable research, teachers will develop the feedback tools they need to effectively plan projects, guide teams, and measure student success.

OUTCOMES

- Apply proven communication methods that jumpstart the creative process
- Master the use of “amplifiers” that increase creative thinking
- Learn how structured debates produce better outcomes than traditional brainstorming
- Develop a step-by-step process for managing project-based learning with effective feedback

MODULE #2

THE PLUS SIDE OF NEGATIVE FEEDBACK

OVERVIEW

Principals and teachers don’t like giving negative feedback because they worry about how it will be perceived by the receiver – whether that’s another teacher, a parent, or even a student. But what if the exact opposite were true? New research shows the benefits of getting negative feedback, and surveys indicate that people may actually prefer it. This module explores the science behind bias, performance and resilience, and provides principals and teachers with the tools they need to courageously deliver authentic feedback, even when it’s corrective.

OUTCOMES

- Learn how to differentiate feedback based on the learning styles and background of your team
- Master a new feedback method that avoids serving a “praise sandwich”
- Develop situational awareness that leads to more constructive and less confrontational conversations



MODULE #3

GETTING YOUR FEEDBACK TO MAKE AN IMPACT

OVERVIEW

Research shows that people transfer only 10% of what they learn into action and that more than 80% of feedback gets ignored. How can principals and teachers ensure that their message doesn't get muted? This module showcases proven methods that dramatically improve feedback for positive and lasting change.

OUTCOMES

- Adopt feedback practices that lead to higher rates of transfer
- Build coaching protocols into performance conversations
- Generate feedback that is anchored by achievable short-term goals

MODULE #4

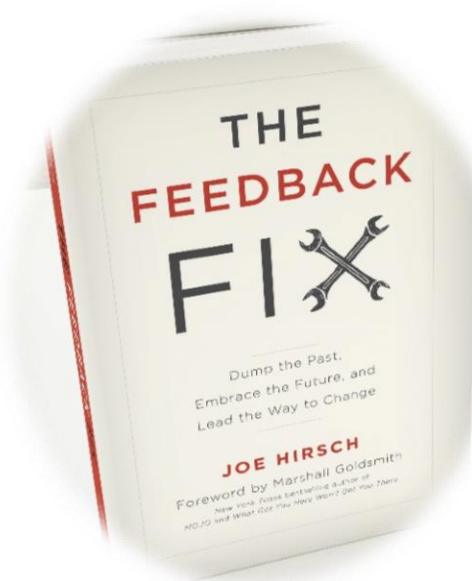
FEEDBACK: A FORCE FOR COLLABORATION

OVERVIEW

As recent breakthroughs in “smart home” technology show, innovation emerges when ideas collide. Unfortunately, too much educational practice remains siloed and out of sight. This module provides school leaders and teachers with a practical guidance on how to use feedback strategies to break barriers, increase idea sharing, accelerate team learning, and build a cohesive plan for risk-taking and growth.

OUTCOMES

- Understand the challenges and opportunities of teaming with “creative abrasion”
- Use feedback to stage and scaffold team goals
- Learn how to strategically de-escalate conflict between team members



ABOUT THE BOOK

The secret to giving better feedback isn't what we say – it's what others hear.

Too often, people hear about a past they can't control, not a future they can. That changes with “feedforward” – a radical approach to sharing feedback that unleashes the performance and potential of everyone around us.

From board rooms to classrooms and even around dining rooms, the experiences we create for others – joy or fear, growth or decline, success or failure – hang on the feedback we share. Through a lively blend of stories, studies and strategies, THE FEEDBACK FIX makes a compelling argument for getting what we want by giving others what they need, all while rebuilding the way we lead, learn, and live.