



- Staff Activity -

Moving Beyond “Good Job”

Giving Students Specific and Growth Oriented Feedback

Objective: Create exemplars of specific growth oriented student feedback

Estimated Time: 15 Minutes

Materials: Chart Paper, Markers, Sticky Notes

Purpose: To enhance student feedback

Discuss WHY:

On the chart paper write the words good job. As staff arrives write a circle around good job and write a line through it. Ask the staff why good job has been crossed out? Discuss the benefits of specific feedback (Cite the work on John Hattie if necessary). Then discuss the need for growth (mindset) oriented feedback (Cite the work of Carol Dweck if necessary).

Brainstorming Feedback:

1. Have staff brainstorm feedback to replace “good job” on their sticky notes. (1 idea per note)
2. Have staff share their ideas with partners
3. Staff will listen to their partners sticky notes.
4. They will communicate which of the feedback ideas presented by their partner made them feel the most accomplished and inspired.
5. Staff will give the most inspiring feedback note to their partner.
6. Continue with other partners.
7. As staff exchange feedback favorites will emerge.
8. Record each person's most inspiring piece of feedback.
9. Post the list in a common staff area.
10. Challenge teachers to begin giving students specific and growth oriented feedback