

# Improving Instructional Feedback in a Timely, Effective Manner

**Fountain Central Jr/Sr High  
School**



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# Background leading to this inquiry...

- After viewing the data I received from the IPLI leadership surveys completed, I've learned that teachers feel as though they do not receive timely, effective feedback on their evaluation observations.
- Our corporation has not had a performance evaluation tool in use with teacher evaluations to create a collaborative, transparent process.

# Purpose of This Inquiry...

Therefore, the purpose of my action research was to use technology and Standard for Success to improve my ability to provide effective feedback to teachers in a timely manner.



# My Wondering...



**With this purpose, I wondered in what ways can using Standard for Success to give teachers immediate feedback, improve my ability give meaningful actionable feedback in a timely manner.**

# My Actions...



- **I began by training all teachers on the Standard for Success evaluation tool (first month of school)**
- **Next, I downloaded the Standard for Success app on my cell phone in order to send immediate walk-through feedback to teachers.**
- **I carried my cell phone with me to each observation and walk-through and created a Standard for Success entry.**
- **For all walk-through evaluations, I recorded my thoughts, praise, and suggestions for the teacher. Standard for Success sends the teacher an immediate email with that feedback.**

# Data Collection...



- **The Standard for Success entry on my cell phone was recorded for any walk-through (anywhere from 5 minutes to 15 minutes).**
- **At the start of my research, I provided Standard for Success feedback to 100% of the teachers I observed 100% of the time.**
- **I did not hear back from every single teacher every time, but all teachers said they appreciated the immediate feedback and were able to make adjustments to their instruction right away, at times even for the next class period.**

# My Data...



- **Data was collected by documenting each email sent from Standard for Success to each teacher as well as saving any written response from the teacher.**
- **I analyzed the data by reviewing the feedback given to teachers.**
- **After doing this for some time, I became aware of trends in instruction and began intentionally looking for best practices to show growth, even if in the classroom less than 10 minutes.**
- **Data was collected for 3 months on 17 teachers.**

# My Discoveries...



## Learning Statement One:

Teachers found the Standard for Success feedback to be helpful to be helpful and meaningful in terms of allowing them to make timely instructional adjustments.

## Learning Statement Two:

Using the Standard for Success technology app has improved my knowledge of common weak instructional areas throughout the building, which informs our need for professional development (checks for understanding).

## Learning Statement Three:

Using the Standard for Success technology app has allowed me to reflect on the instructional practices that I value and feel are most important within a classroom.



# Learning Statement One...



**Teachers found the Standard for Success feedback to be helpful to be helpful and meaningful in terms of allowing them to make timely instructional adjustments.**

- **Teachers stated things like:**
  - **“Thank you for providing feedback so quickly.”**
  - **“Thank you for the quick feedback! I like using Standard for Success because I am able to hear back from you right away to make changes. Thanks again!”**
  - **“Thank you for the encouragement and constructive criticism. I appreciate the positive notes and helpful feedback.”**

# Learning Statement Two...



**Using the Standard for Success technology app has improved my knowledge of common weak instructional areas throughout the building, which informs our need for professional development (checks for understanding).**

- I found myself connecting teachers with weak instructional areas together, as well as teachers who could support that weak instructional area.**
- After a month of recording walk-throughs in Standard for Success, I was able to find common instructional weaknesses amongst the majority of teachers and geared our weekly professional development to address those instructional practices.**

# Learning Statement Three...



**Using the Standard for Success technology app has allowed me to reflect on the instructional practices that I value and feel are most important within a classroom.**

- **I began to reflect myself on the instructional practices that I believe are the most valuable for student success in the classroom.**
- **I began to search for teachers modeling best practices and evidence it with specific actions.**

# Where Am I Heading Next...



- **Using Standard for Success to provide teachers with feedback in a timely, effective manner has proven to be successful.**
- **Teachers reported Standard for Success being helpful to adjust their instructional practices in a timely matter.**
- **Using Standard for Success has allowed me to understand what I value as important best practices.**
- **Using Standard for Success has helped inform my practice and provide better actionable feedback.**
- **Professional Development was practical and based on data provided by Standard for Success**

Where I am headed next...



**I plan to continue using Standard for Success with my teachers in order to continue improving my observation data. The process of using Standard for Success actually saves me time completing teacher evaluations by collecting data throughout the year on short and long observations. I also enjoy hearing the positive messages from teachers after receiving their immediate feedback.**



## **“Improving Instructional Feedback in a Timely, Effective Manner”**

**Principal Name:** Ashley Hammond

**School Name:** Fountain Central Jr/Sr High School

**Principal’s Email Contact:** hammonda@sefschools.org

### **Background Leading to My Inquiry (Slide 2)**

- After viewing the data I received from the IPLI leadership surveys completed, I’ve learned that teachers feel as though they do not receive timely, effective feedback on their evaluation observations.
- Our corporation has not had a performance evaluation tool in use with teacher evaluations to create a collaborative, transparent process.

### **The Purpose of My Inquiry (Slide 3)**

Therefore, the purpose of my action research was to use technology and Standard for Success to improve my ability to provide effective feedback to teachers in a timely manner.

### **My Wondering (Slide 4)**

With this purpose, I wondered in what ways can using Standard for Success to give teachers immediate feedback, improve my ability give meaningful actionable feedback in a timely manner.

### **My Actions (Slide 5)**

- I began by training all teachers on the Standard for Success evaluation tool (first month of school)
- Next, I downloaded the Standard for Success app on my cell phone in order to send immediate walk-through feedback to teachers.
- I carried my cell phone with me to each observation and walk-through and created a Standard for Success entry.
- For all walk-through evaluations, I recorded my thoughts, praise, and suggestions for the teacher. Standard for Success sends the teacher an immediate email with that feedback.

### **Data Collection (Slide 6)**

- The Standard for Success entry on my cell phone was recorded for any walk-through (anywhere from 5 minutes to 15 minutes).
- At the start of my research, I provided Standard for Success feedback to 100% of the teachers I observed 100% of the time.
- I did not hear back from every single teacher every time, but all teachers said they appreciated the immediate feedback and were able to make adjustments to their instruction right away, at times even for the next class period.

### **My Data (Slides 7)**

- Data was collected by documenting each email sent from Standard for Success to each teacher as well as saving any written response from the teacher.
- I analyzed the data by reviewing the feedback given to teachers.
- After doing this for some time, I became aware of trends in instruction and began intentionally looking for best practices to show growth, even if in the classroom less than 10 minutes.
- Data was collected for 3 months on 17 teachers.

### **My Discoveries (Slide 8-11)**

#### **Learning Statement One:**

Teachers found the Standard for Success feedback to be helpful to be helpful and meaningful in terms of allowing them to make timely instructional adjustments.

- Teachers stated things like:
  - “Thank you for providing feedback so quickly.”
  - “Thank you for the quick feedback! I like using Standard for Success because I am able to hear back from you right away to make changes. Thanks again!”
  - “Thank you for the encouragement and constructive criticism. I appreciate the positive notes and helpful feedback.”

#### **Learning Statement Two:**

Using the Standard for Success technology app has improved my knowledge of common weak instructional areas throughout the building, which informs our need for professional development (checks for understanding).

- I found myself connecting teachers with weak instructional areas together, as well as teachers who could support that weak instructional area.
- After a month of recording walk-throughs in Standard for Success, I was able to find common instructional weaknesses amongst the majority of teachers and geared our weekly professional development to address those instructional practices.

### Learning Statement Three:

Using the Standard for Success technology app has allowed me to reflect on the instructional practices that I value and feel are most important within a classroom.

- I began to reflect myself on the instructional practices that I believe are the most valuable for student success in the classroom.
- I began to search for teachers modeling best practices and evidence it with specific actions.

### **Where I Am Heading Next (Slide 12-13)**

- Using Standard for Success to provide teachers with feedback in a timely, effective manner has proven to be successful.
- Teachers reported Standard for Success being helpful to adjust their instructional practices in a timely matter.
- Using Standard for Success has allowed me to understand what I value as important best practices.
- Using Standard for Success has helped inform my practice and provide better actionable feedback.
- Professional Development was practical and based on data provided by Standard for Success

I plan to continue using Standard for Success with my teachers in order to continue improving my observation data. The process of using Standard for Success actually saves me time completing teacher evaluations by collecting data throughout the year on short and long observations. I also enjoy hearing the positive messages from teachers after receiving their immediate feedback.