

Every Other

Ilima's Friday Bulletin

THE Behind Growth Oriented Feedback

The world of sports lives and breathes constructive feedback. Coaches seamlessly find ways to provide timely, growth-oriented feedback for their players. This can involve clarifying a particular technique or challenging an athlete to repeat a drill to help with consistency. Involving their players with analyzing strengths and areas for improvement helps to identify areas of focus for the next practice. When a particular practice play or drill goes awry, coaches efficiently intervene to help their players and the entire team correct errors and provide additional opportunities for mastery. How does this translate to what we do here at Ilima? How can we infuse a growth mindset with our students? It starts with the feedback we provide.

Why does this matter? It matters for teachers. Consider the results from last school year's EES Tripod results. It matters most because the types of feedback open up discussions teachers have with their students when they **Clarify, Challenge, and Confer.**

It matters for students because they need to understand what they are supposed to be learning in class (Clarify). It matters because students will work for teachers who accept nothing less than their full effort (Challenge). When the teacher is teaching, the student counts on their teacher asking students whether they understand (Confer).

Informal walkthroughs from the start of the school year show that some teachers are starting to expand on the feedback provided for students. Reflect on the additional "whys" listed in these examples. What's your next game plan?

You say . . .	You could say . . .	Why?
Good job!	I can really see your effort in revision.	Praising effort and process encourages writers to keep trying. (Dweck)
You're a good writer.	Those drafts paid off in sentence variety and imagery.	Encouraging growth instead of fixed mindset makes for happier people in charge of their progress. (Dweck)
You don't know how to use semi-colons.	You haven't mastered semi-colons yet .	The power of yet suggests growth and mastery. (Dweck and Pink)
Please revise.	Improved topic sentences and transitions between paragraphs would improve your paper's structure and readability.	Specific reader-focused feedback might seem nitpicky, but helps writers feel purpose of revision.
Write a persuasive essay.	Persuade your principal/Congressman/parents to do a specific action.	Writers need a real purpose and real audience to write their best work. (Pink)
Read <i>Heart of Darkness</i> . Discuss the importance of the Congo River to this narrative.	Choose a work from the list of college-bound reading. How does geography inform the symbolic meaning of the work?	People prefer autonomy and choice. (Pink)

