The Reflective Feedback Conversation model*

- FRAMES feedback as a collaboratively constructed CONVERSATION about student performance and progress.
- Includes POSITIVE reinforcement (constructive compliments) and CORRECTIVE comments.
- Offers ACTIONABLE GUIDANCE
- DESCRIBES specific, relevant, observable behaviors to support all comments and guidance offered.
- *Feedback Sandwich NOT required.

Constructive Feedback Essentials

Distinguish Feedback from Evaluation

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Vs.</th>
<th>Feedback</th>
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<tr>
<td>• <strong>Evaluation</strong> tells the learner that they did well, poorly or somewhere in between.</td>
<td></td>
<td>• Feedback tells the learner <strong>WHAT</strong> they did and <strong>HOW</strong> they did it, and Offers <strong>GUIDANCE</strong> upon which the learner can act.</td>
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Prepare the Learner

Tell the learner...

• You want to give them feedback.

• You want to hear their perspective, ideas, and concerns.

• You want them to **participate actively** in the conversation.

• You want them to tell you whether and what kind of support might help them to improve.