# How to Give Useful Feedback

## Caitlin McGrew

Graduate Student, College of Social Work

# Evaluate Your Performance

# Self Evaluation

## Sample Prompts

- o How many assignments did you complete on time?
- o How much time (on average) did you spend on course work each week?
- o How attentive and engaged were you during class time?
- o Did I work as hard as I could have?
- o Did I set and maintain high standards for myself?
- o Did I spend enough time to do quality work?
- o Did I regulate my procrastination, distractions, and temptations in order to complete my work?
- o Did I make good use of available resources?
- o Did I ask questions if I needed help?
- o Did I review and re-review my work for possible errors?
- o Did I examine best practices for similar work?
- o Am I proud of my work?
- o What is one thing I learned in this course?

# Evaluate Your Instructor

# Effective Feedback

- State the assessment and support it.
  - Positive
    - ___Instructor's name___ is great!
    - ___Instructor's name___ is great because she comes to class prepared and answers questions very effectively!
  - Negative
    - The class sucks!
    - This class could be improved. For example, the content in this class is so important, we could meet for two hours instead of one each week!

Source: Dr. Rachel Kajfez

# Effective Feedback

- Focus on what is important and relevant.
  - Positive
    - I love Rachel's COE jacket!
    - The class is structured in such a way that we are encouraged to share our perspective and support our peers.
  - Negative
    - I hated the blue paper my syllabus was printed on.
    - The Lab Chart Assignment did not accomplish what was intended. Next time, I'd suggest that a specific topic was given for the comparison to scope the project.

Source: Dr. Rachel Kajfez

# Effective Feedback

- Observable
  - Example of not observable behavior: "They do not know what they are talking about."
  - Example observable behavior: "They did not provide feedback until two months after the project deadline."
- Objective
  - Example of subjective comment: "Their voice was very annoying and they were not enthusiastic about the content."
  - Example of objective comment: "They expressed that they cared about us by asking each class how we were doing."
- Free of value judgment
  - What is a value judgment? An assessment of something as good or bad in terms of one's standards or priorities.
- Unambiguous (Be very specific!)

Source: DiPaola, M. F., n.d.

# References

DiPaola, M. F. (n.d.). Providing Effective Feedback to Teachers: A Critical Task of Instructional Leaders. Retrieved December 5, 2019, from https://education.wm.edu/centers/sli/events/la-conference/Ldrshp Insti14-1.pdf.

R. Kajfez, personal communication, September 24, 2019.

Peterson, D. A. M., Biederman, L. A., Andersen, D., Ditonto, T. M., & Roe, K. (2019). Mitigating gender bias in student evaluations of teaching. *PloS ONE*, *14*(5), 1–10. https://doiorg.proxy.lib.ohiostate.edu/10.1371/journal.pone.0216241

Watanabe-Crockett, L. (2018, August 28). The Best Self-Assessment Questions for Encouraging a Growth Mindset. Retrieved December 5, 2019, from https://www.wabisabilearning.com/blog/self-assessment-questions-growth-mindset.