

# The Ultimate Guide to Feedback for Educators

*31 research-backed strategies for giving and receiving feedback in skills-based learning*

---

## Strategy Summary

---

- Strategy 1:** Deliver formative feedback along the way to maintain students' focus and attention and to keep students from wasting energy feeling uncertain and stressed about how they are doing.
- Strategy 2:** The most effective feedback is timely, useful, and in line with student's motives for learning.
- Strategy 3:** Consider what you want your students to be able to do that they currently cannot.
- Strategy 4:** Consider how feedback may influence a student's motivation.
- Strategy 5:** Use thoughtful feedback to induce a physical and mental state of receptivity to more feedback.
- Strategy 6:** Keep the relationship with students in mind. The stronger the relationship, the more receptive students will be to feedback.
- Strategy 7:** Look to provide feedback around interactions with students and adapt to student-reported insights. Avoid one-way feedback.
- Strategy 8:** Provide feedback timely and in keeping with where students are in their learning—promptly during early stages, and more measured and deliberate during later stages.
- Strategy 9:** Remember that students generally like and appreciate feedback. Keep it fresh with a variety of feedback methods.
- Strategy 10:** Seek opportunities to give feedback face to face.
- Strategy 11:** Deliver negative feedback in private.
- Strategy 12:** Give specific and detailed feedback. Avoid general and indiscriminate feedback.
- Strategy 13:** If in doubt, give feedback immediately. Delayed feedback may be better with conceptual and high-achievement (proficiency) complex learning.
- Strategy 14:** Don't be negative, overly critical, or unclear.
- Strategy 15:** Don't overwhelm. Remember that how feedback is given is as important as the feedback itself.
- Strategy 16:** Don't interrupt. Don't create a disruption with feedback when the student is in the flow of learning.
- Strategy 17:** Exercise restraint. Don't give feedback too early or give answers before the student has tried to figure out the problem on his or her own.
- Strategy 18:** Consider elaborating and providing important detail. Find ways to provide additional detailed information that can assist students in figuring out improvement on their own.

- Strategy 19:** Make feedback accessible to students. Generally, that means make it concise and clear.
- Strategy 20:** Focus feedback on the most essential aspects.
- Strategy 21:** Consider giving feedback orally, especially in creative disciplines.
- Strategy 22:** Use direct feedback early, and indirect, facilitative feedback when you need to guide students to try again. Indirect feedback is giving the next piece of the puzzle, while direct is demonstrating how to do the puzzle correctly.
- Strategy 23:** Use a rubric to standardize feedback to students and share it with students so they will know what they are being evaluated on.
- Strategy 24:** Ask effective questions to prompt students to think deeper.
- Strategy 25:** Consider using peer feedback when time constraints limit the feedback you can give directly.
- Strategy 26:** Giving feedback to peers creates another avenue for students to learn the material. For best results, train students in giving feedback to others using role-plays.
- Strategy 27:** Learn to give effective feedback within the limitations of online courses (i.e., without the benefits of body language, tone and expression which are inherent in a face-to-face course).
- Strategy 28:** Set clear expectations about the method, amount and timeliness of feedback in your course syllabus.
- Strategy 29:** Consider what types of technology you are using to give feedback in online courses. Select tools that students will find familiar.
- Strategy 30:** Use video when appropriate to add the “human touch,” deliver more clear communication, and strengthen the relationship between teachers and students.
- Strategy 31:** Use multiple feedback types to create a “feedback rich” environment.
- Strategy 32:** **BONUS STRATEGY** use GoReact to give feedback in your classes.