

MTRR Transcript – Focused Feedback for Teacher Candidates

When we provide TCs with feedback on their lessons, our hope is that the feedback will be carefully considered during future lesson planning. To make this a reality, we offer a few tips.

- Ensure that the conversation takes place in a setting where the TC will feel comfortable receiving the feedback. A busy staffroom where comments may be overheard or your conversation may be interrupted is not ideal.
- Invite the TC to provide the first analysis of the lesson and how it did or did not meet the objectives. Listen carefully and ask probing questions to promote deeper thinking on the part of the TC.
- Continue the discussion by adding evidence from your own notes that support or challenge the TC's appraisal of the lesson.
- Frame your comments in a positive manner. Use "I" statements to avoid sounding accusatory. "I noticed that you ran out of time at the end" will be better received than "you didn't manage your time properly".
- Provide some specific suggestions to address areas of concern. "I noticed that you seemed to be grasping for questions during the consolidation. It might be helpful for you to draft your questions in advance and include them in your lesson plan."
- Have the conversation while the lesson is still fresh in your mind and your TC's.
- In cases where there were numerous areas of concern, limit your comments to the most important issues so that your TC is not overwhelmed.
- Have your notes on hand from prior feedback sessions so that you can note improvements and areas that require continued attention.
- Suggest that the TC take time to consider the feedback conversation and follow up with you. Perspectives can change with time for contemplation. New ideas of how to address areas of concern or further enhance strengths may come to mind and should be shared.

Ensuring that the feedback experience promotes growth and development enhances learning for the TC and for the students in the host classroom.