Barriers to Giving Good Standards-Based Feedback

Directions: Scan the candidate statements below and find the three that represent the current biggest performance challenges for you personally. Rank order those three choices from 1 (very challenging) to 3 (challenging).

_____1. Dislike telling someone something that will be hard for him/her to hear; prefer to focus on the positive and be encouraging.

_____2. Do not consistently collect data about student learning and put it out "on the table" at the start of a conference about improving practice.

_____3. Can recognize when something is not working but feel unsure of my ability to put a name on the problem or accurately assess what has to change.

_____4. Am concerned that my communication about performance that needs to improve "comes on too strong" and prevents recipients from really hearing/understanding my point.

_____5. Tend to allow strong-willed, passive-aggressive, or aggressive personality types to back me off my original position or make me feel uncomfortable/inadequate.

_____6. Tend to focus my attention and feedback on management, behavior, climate, or very concrete moves (like whether an objective is written on the board) rather than picking up on lack of rigor, low expectations, or missed opportunities for students to think.

_____7. Tend to talk too much and get myself into holes particularly when my questions don't get the answers I want or someone says they don't understand me.

_____8. Resort to soothing or "toned-down" language, hints, or circular talk when I should really be putting an issue on the table—and often end up having to go back because the recipient "doesn't get" what I mean.

_____9. Am able to identify problems and communicate about them clearly but end up not being as strong on the monitoring and assessment of the communicated expectations.

_____10. Am not fluent in using specific language about aspects of teaching, making reference to research or program requirements, or being able to suggest specific strategies to use.

_____11. Often feel it is not "my place" or appropriate to be criticizing and pushing people who are already working too hard.