



VIRTUAL

INSTRUCTIONAL
LEADERSHIP
CHALLENGE

JOURNAL

MODULE 3

The Feedback Sandwich

THINK ABOUT A TIME WHEN YOU MADE A MAJOR SHIFT OF BELIEF OR PERSPECTIVE. WHAT CONVERSATIONS LED UP TO THIS SHIFT?



THINK ABOUT A TEACHER WHOSE PRACTICE YOU'D LIKE TO SHIFT RIGHT NOW. WHAT CONVERSATION MIGHT NEED TO TAKE PLACE? WHAT EVIDENCE MIGHT BE HELPFUL?



The Feedback Sandwich

THINK ABOUT A TIME WHEN YOU RECEIVED FEEDBACK THAT FELT INAUTHENTIC. WHAT MADE IT FEEL THAT WAY?

THINK ABOUT A TIME YOU RECEIVED FEEDBACK THAT FELT AUTHENTIC—HOW WAS IT DELIVERED, AND WHAT MADE IT FEEL AUTHENTIC?

The 3 Participants in Every Evidence-Driven Conversation

WHAT TACIT EXPECTATIONS ARE TEACHERS WORKING FROM, WITHOUT STATING THEM OUTRIGHT?



WHAT EXPECTATIONS DO I HAVE THAT I'VE NEVER ACTUALLY STATED?



Structured Cycles of 1:1 Conversations

HOW WILL I GROUP TEACHERS AS I PLAN MY FIRST CYCLE OF VISITS? BY TEAM? BY DEPARTMENT?

HOW WILL I KEEP TRACK OF MY VISITS, SO I DON'T MISS ANYONE?

Agendas for 1:1 Cycles of Conversations with Teachers

IN MY CURRENT OR NEXT CYCLE OF 1:1 CONVERSATIONS...
WHAT IS MY PURPOSE?

IN MY CURRENT OR NEXT CYCLE OF 1:1 CONVERSATIONS...
WHAT INFORMATION DO I NEED TO CONVEY?

IN MY CURRENT OR NEXT CYCLE OF 1:1 CONVERSATIONS...
WHAT INFORMATION DO I NEED TO GATHER?

IN MY CURRENT OR NEXT CYCLE OF 1:1 CONVERSATIONS...
WHAT QUESTIONS WILL I ASK? (CONNECTION, REACTION, INPUT)

3 Roles Instructional Leaders Play in Feedback Conversations

WHICH TEACHERS MOST OFTEN NEED ME TO PLAY **BOSS**, AND GIVE DIRECTIVE FEEDBACK TO CHANGE BEHAVIOR?

WHAT SITUATIONS HAVE I PLAYED **LEADER** IN, AND CHANGED SOMETHING OTHER THAN THE TEACHER?

Using Evidence-Based Questions To Reveal the Whole Iceberg

WHEN IN A RECENT CONVERSATION HAVE I ASKED QUESTIONS THAT SUGGEST A CORRECT ANSWER, RATHER THAN ELICITING TEACHER THINKING?

Empty response box for the first question.

WHAT QUESTIONS COULD HAVE HELPED ME GET THE TEACHER TALKING TO REVEAL THE REST OF THE ICEBERG?

Empty response box for the second question.