

Figure 5.1: Feedback road map

Road Map for Giving Thoughtful, Empathetic Feedback to Students

1. **Preparation:** Establish a clear understanding of the purpose of your feedback.

Action Steps

- Review the student's work, effort, and progress.
- Reflect on the key areas that need improvement while keeping their effort and strengths in mind.
- Understand the student's perspective, background, and current challenges.
- Prepare to communicate in a way that aligns with their unique needs and emotional state.

2. **Incubation:** Take time to consider the most effective and empathetic way to deliver feedback.

Action Steps

- Step back and reflect on the best approach to help the student grow, rather than immediately reacting.
- Think about how the feedback can be framed constructively to encourage improvement and confidence.
- Consider the language and tone you will use, ensuring they are positive, supportive, and growth oriented.

3. **Insight:** Gain clarity on how to deliver the feedback empathetically and constructively.

Action Steps

- Identify specific examples from the student's work to highlight both strengths and areas for improvement.
- Develop a strategy for connecting the feedback to the student's goals and interests, ensuring it feels relevant and personalized.
- Anticipate how the student might perceive or react to the feedback, and adjust your approach accordingly.

4. **Evaluation:** Assess the effectiveness of the feedback delivery method and content.

Action Steps

- Deliver the feedback in a way that acknowledges the student's effort and encourages a positive mindset.
- Use open-ended questions to invite the student's thoughts and reflections on their work. Listen to learn more to understand the student's perspective.
- Monitor the student's response and adapt if needed, ensuring they feel heard, understood, and motivated.

5. **Elaboration:** Support the student in using the feedback to take actionable steps toward improvement.

Action Steps

- Offer specific suggestions, strategies, or resources to help them implement the feedback.
- Follow up to check on their progress and provide further guidance or encouragement.
- Celebrate their improvements, reinforcing perseverance, resilience, and the value of learning from feedback.