

FEEDBACK TECHNIQUES

for Peer Reviewers

You will want feedback to be a positive learning experience for your reviewee. These are some basic techniques for creating a climate where the reviewee is receptive to your feedback.

START WITH REVIEWEE'S VIEWS

Give the reviewee a chance to share their opinion about their class before you make a comment. You may ask questions like "How do you think you did today? What went well? What were the challenges?"



POSITIVES FIRST!

Most people brave enough to invite honest. However, constructive criticism is better received if you first comment on some of the positive aspects of your peer's teaching.

OBSERVATIONS, NOT OPINIONS

Describe the activity or outcome, not the person; for example, not that "you were unclear" but rather what you saw happen and what the consequences were. Be as specific as possible.



ACTION ORIENTED FEEDBACK

Only comment on what the reviewee can do something about.

END ON A HIGH NOTE

Try to sandwich your feedback by ending the feedback on something positive. Many people are more critical about their own teaching than a reviewer, and it can be good to reinforce what the individual is already doing well.

