

3-Part Feedback Model: Clear, Supportive, Actionable

Purpose:

To deliver feedback that's honest, growth-oriented, and preserves trust and relationships.

Part 1: Affirm the Positive (Glow) ✨

Goal:

Start with a specific, authentic acknowledgment of what's working well.

Prompt Examples:

- *"I noticed how you made every student feel seen during morning check-in — that set such a positive tone."*
- *"Your clear directions during transitions really stood out today."*

- ✓ Builds rapport
 - ✓ Reinforces effective behaviors
 - ✓ Lowers defensiveness
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Part 2: Name the Opportunity (Grow) 🌱

Goal:

Identify a specific area for improvement using clear, nonjudgmental language.

Prompt Examples:

- *"One opportunity I noticed was during the group activity — a few students seemed unclear about expectations."*
- *"I wonder how things might shift if you tried a quick check-for-understanding before independent work."*

- ✓ Keep it objective and focused on actions
- ✓ Avoid vague or personal judgments

Part 3: Suggest the Next Step (Go)

Goal:

Provide a simple, actionable suggestion or question to move forward.

Prompt Examples:

- *“Next time, consider modeling one example together before sending students off.”*
- *“What’s one strategy you’ve used before that could help here?”*

- ✓ Empowers ownership
- ✓ Keeps momentum positive
- ✓ Focuses on progress

Quick Recap:

- ✨ **Glow** — Name something specific they did well
- 🌱 **Grow** — Identify one clear area for improvement
- 🚀 **Go** — Suggest an actionable next step