



# Improving Instruction through more Effective and Gentle Student Feedback

Steve Baule

*Full Schedule: [il-edtech.org/agenda](http://il-edtech.org/agenda)*

# Must Know Info

## NEED PD HOURS?

Scan the appropriate QR code at the end of your day to check out and generate PD Hours Form. Full instructions available in conference program and at [il-edtech.org](https://il-edtech.org)

## ENGAGE @ IETC

### Game: IETC-opoloy!

Find secret codes and complete challenges to collect game pieces throughout the conference. Complete a full set to be entered into special raffle at the registration desk.

[app.gamably.com](https://app.gamably.com)

Enter code "ZXC46U"

### IETC-Q

*Drinks, food, & friends*

Join your fellow educators for an evening packed with delicious food and plenty of laughter.

**Exhibit Hall, 1st Floor**

**Thursday, November 18**

**5:00 - 6:30 PM**

**Thursday**



[4ltc.org/ietc21pd1118](https://4ltc.org/ietc21pd1118)

**Friday**



[4ltc.org/ietc21pd1119](https://4ltc.org/ietc21pd1119)

### CoffeeEDU

*Coffee, conversation, & learning*

Wake up with the early birds for a warm cup of coffee or tea and an enlightening conversation about your edtech interests and aspirations.

**Atrium, 2nd Floor**

**Friday, November 19**

**7:00 AM - 8:00 AM**



# Improving Instruction through more Effective and Gentle Student Feedback

Steve Baule  
IETC 2021

Winona State University

Feedback is essential

A word cloud featuring various terms related to academic work and feedback. The words are arranged in a roughly circular shape, with some words appearing more prominently than others. The colors used are blue, orange, and brown. The words include: assignments, thesis, clear, specific, appreciate, questions, class, looking, thanks, feedback, research, project, great, think, semester, examples, thank, really, provide, and things.

assignments  
thesis  
clear  
specific  
appreciate  
questions  
class  
looking  
thanks  
feedback  
research  
project  
great  
think  
semester  
examples  
thank  
really  
provide  
things

# 20 WAYS

# TO PROVIDE EFFECTIVE FEEDBACK FOR LEARNING



FEEDBACK SHOULD BE EDUCATIVE IN NATURE.

FEEDBACK SHOULD  
BE GIVEN IN A TIMELY  
MANNER.



BE SENSITIVE TO THE  
INDIVIDUAL NEEDS OF  
THE STUDENT.


FEEDBACK SHOULD REFERENCE A SKILL  
OR SPECIFIC KNOWLEDGE.

GIVE FEEDBACK TO KEEP STUDENTS “ON  
TARGET” FOR ACHIEVEMENT.



Educative in nature

*Please tell me what I need to do to improve*  
*provide personal, timely feedback on progress*  
*Provide both + and - feedback on my writing*  
*direct feedback on graded assignments*



*Give me advice about what needs to be improved, but with the advice give me guidance. My last research professor did not do that... ... I do best when there is some guidance with the advice, and I feed off of that.*



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# Timeliness



# Churchill

Winston Churchill once said  
*When you have to kill a man, it  
costs nothing to be polite.*

It is something to remember as  
we respond to students and our  
peers.



# FEEDBACK SANDWICH

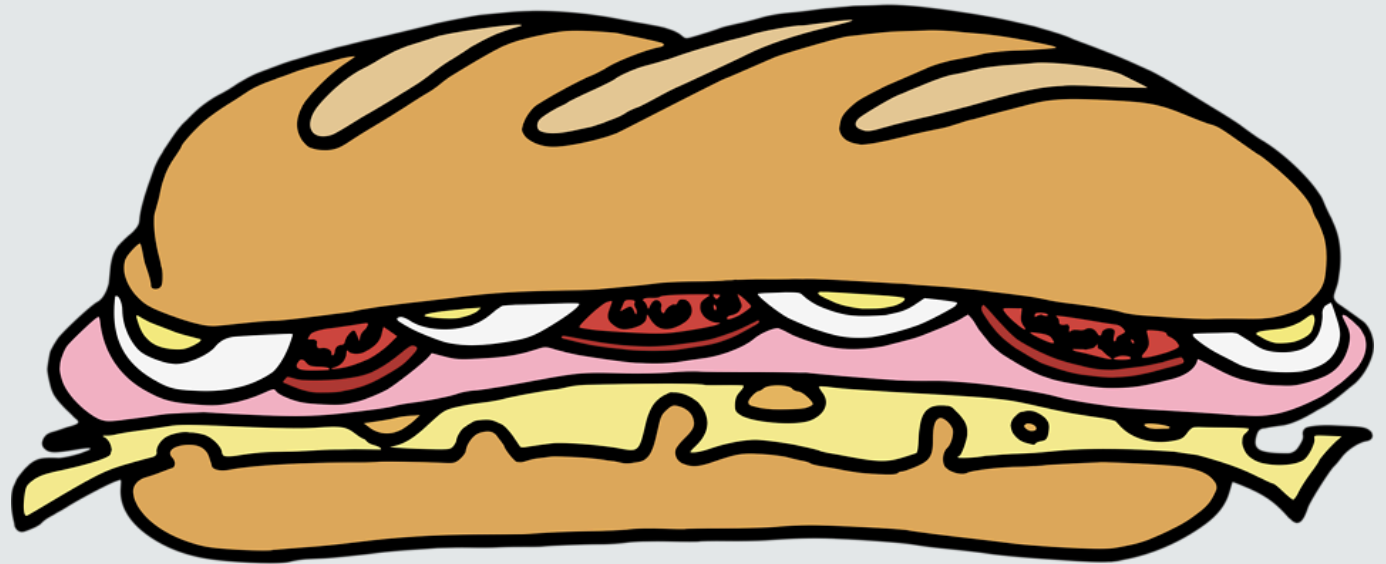
Sorry, wrong  
Sandwich 😊



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# FEEDBACK SANDWICH

- Compliment
- Correct
- Compliment





I find your writing difficult to follow. Avoid first person in academic writing.



You write well, but your use of parenthetical phrases is somewhat difficult to follow. Also try to avoid first person when possible. Your writing is strong, but it now has to be harnessed into a more academic style. Please let me know if you have questions.

is stressful and overwhelming to students at  
was just one small paradigm shift (although  
and just one example of the many ways in  
ke might experience "change fatigue," a

BS

**Baule, Steven M**

Not sure that a software change merits being  
considered a paradigm shift, but the details are  
appreciated. ¶

## References¶

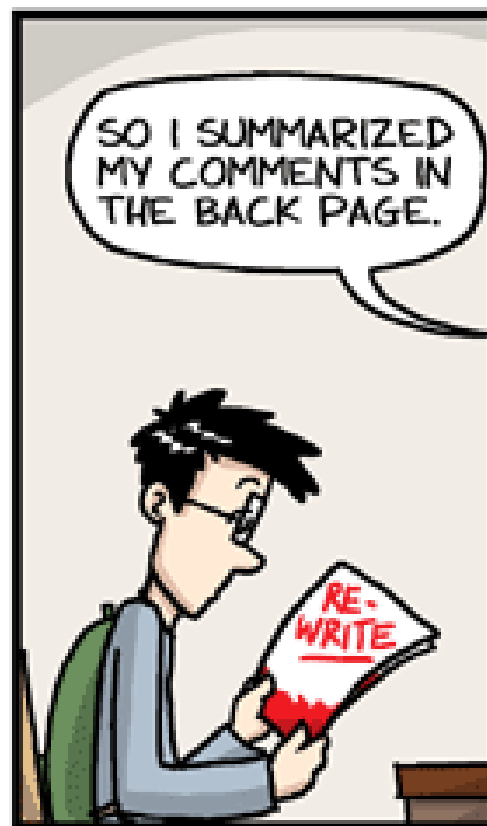
and Leadership Influences (Order No. 22583966).

tations & Theses Global. (2311073043). Retrieved from

BS

**Baule, Steven M**

See this link for how to use the hanging indent feature. <https://support.microsoft.com/en-us/office/create-a-hanging-indent-7bdfb86a-c714-41a8-ac7a-3782a91ccad5>¶



JORGE CHAM © 2006

[www.phdcomics.com](http://www.phdcomics.com)



## FEEDBACK PLAN

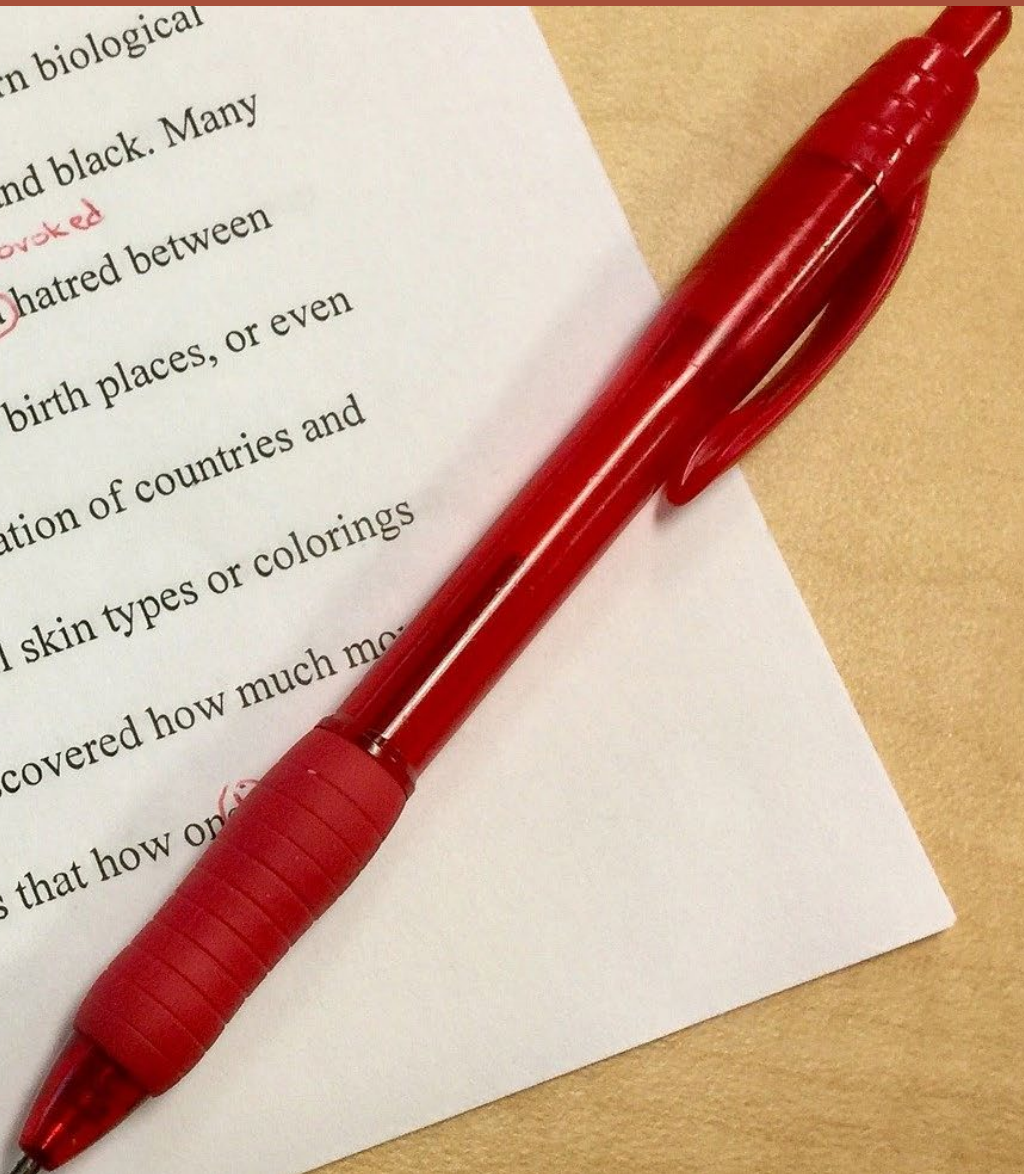
*What do students need to learn from this project? What are the most important things they need feedback on right now? We can ask these questions with an eye toward future projects and go into grading sessions with a plan.*

ould be an  
e given a low status even if

defines racism to be "the belief that a particular race is superior  
person's social and moral traits are predetermined by his or her inborn biological  
s." Racism is not just labeled to one hate between races like white and black. Many  
nicities can have racism within itself. Racism can also be just blind hatred between

individuals. It can also be due to skin color, background, sex, language, birth places, or even  
customs. Racism can influence many things like slavery or the formation of countries and  
s. The belief of inferiority was not this automatic creation. Not all skin types or colorings

ly considered inferior. Many years ago the Portuguese discovered how much mo  
themselves. An important feature of race is that how on



## ALTERNATE DUE DATES FOR YOUR STUDENTS/CLASSES.

USE A NOTEBOOK TO  
KEEP TRACK OF STUDENT  
PROGRESS.

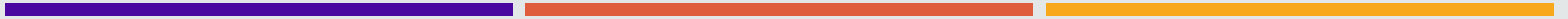


RETURN TESTS, PAPERS  
OR COMMENT CARDS AT  
THE BEGINNING OF CLASS.

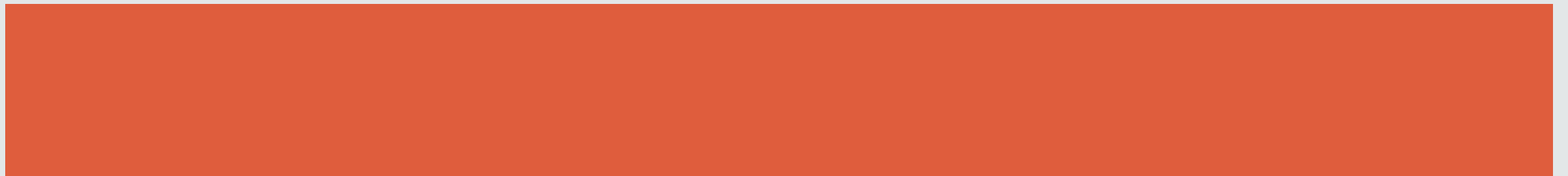
Reynolds, L. (2021). 20 ways to provide effective feedback for learning. Teach Thought.  
<https://www.teachthought.com/pedagogy/20-ways-to-provide-effective-feedback-for-learning/>

## Steven Dinham's Four questions (rephrased)

- What is the student able to do?
- What is the student not able to do?
- How does the student's work compare with that of others?
- How can the student do better?



# Models and examples







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## Exemplars Pro and Con





# How To Create A Rubric That Works

Presentation Rubric		
I wonders... (Evidence of areas that may need growth)	Standards Ideals for This Presentation	I likes... (Evidence of meeting or exceeding ideals)
Does not present information arguments, ideas, or findings clearly	<b>Planning:</b> Presentation was effectively organized and attention was given to the needs of the audience.	Has an introduction and conclusion Organized time well, no part of the presentation is too short or too long
Argument lacks supporting evidence	<b>Substance:</b> Presentation showed a depth of understanding of important concepts and questions.	Clearly and completely addresses alternative and opposing perspectives
Speaks too softly to be understood.	<b>Delivery:</b> Presentation effectively communicated to the audience.	Rarely used filler words Kept eye contact with audience most of the time, only glanced at notes or slides

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teachthought  
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## Types of Rubrics

Types of Rubrics						
Type of Assessment		Definition	Components	When to use	Advantages	Disadvantages
Holistic	Checklists	Lists of criteria that are checked off as completed.	Questions that are yes/no in nature	Specific directions that include everything within the assignment or project.	<ul style="list-style-type: none"><li>• Simple</li><li>• Straightforward</li><li>• Gives student an outline</li><li>• Good for measuring specific skills or beginners</li></ul>	Teachers cannot identify different levels of quality
	Simple Rating Scale	<ul style="list-style-type: none"><li>• Records the level of student work</li><li>• Indicates whether student work is a certain quality of student work</li></ul>	<ul style="list-style-type: none"><li>• List of the dimensions or expectations</li><li>• Weight (points) that are involved</li></ul>	<ul style="list-style-type: none"><li>• Designed to provide general guidance as to expectations</li><li>• Grading of written assignments</li></ul>	Versatile	Feedback may not be specific enough
	Holistic Rating Scale	Scores the overall process without judging the component parts separately	<ul style="list-style-type: none"><li>• Assesses student work as a whole and not in pieces</li><li>• Description of overall grade.</li><li>• A single score based on an impression of a student's performance</li></ul>	Used with writing, oral presentations, etc.	<ul style="list-style-type: none"><li>• Quick scoring</li><li>• Provides overview of student achievement</li><li>• It focuses on the product or process as a whole</li></ul>	<ul style="list-style-type: none"><li>• Does not provide detailed information</li><li>• Difficult to provide an overall score</li></ul>
	Task Specific	Unique to a specific task.	Lists a number of task which equal a certain grade level	Designed to provide detailed guidance regarding a specific assignment or task.	More reliable assessment of performance on the task	Difficult to construct rubrics for all specific tasks



## Types of Rubrics

Type of Assessment		Definition	Components	When to use	Advantages	Disadvantages
Analytic	Detailed Rating Scale	<ul style="list-style-type: none"> <li>Describes explicitly what constitutes performance on each criterion</li> <li>Communicates common performance standards</li> </ul>	<ul style="list-style-type: none"> <li>Descriptive sentences of what is expected for each of the ratings.</li> <li>No formal numbering</li> </ul>	Evaluating performances	Make the scores more consistent	<ul style="list-style-type: none"> <li>Scoring based on the reviewers opinion</li> <li>Time consuming</li> </ul>
	Combination rubrics	Combination rubrics include methods for <ul style="list-style-type: none"> <li>both detailed feedback</li> <li>bigger-picture evaluation</li> </ul>	<ul style="list-style-type: none"> <li>The details beneath each are marked with comments to show areas of strength and weakness.</li> <li>Use a range to rate performance</li> <li>Write specific descriptions student performance</li> </ul>	Focus on measuring a stated objective	<ul style="list-style-type: none"> <li>Instructive type of rubric.</li> <li>Gives detailed feedback for students</li> <li>Gives the bigger-picture view progress.</li> <li>Organize grading criteria into major and subcriteria</li> </ul>	The rating scales may be somewhat subjective.
	Total points/ Analytic rubrics	Specific details underneath that are marked to indicate strengths and weaknesses.	<ul style="list-style-type: none"> <li>Each category of a total point's rubric is assigned a certain number of points which then produce a total score</li> <li>Multiple descriptors for each criterion evaluated</li> <li>Describes domains of product/ performance separately</li> </ul>	To break assignments or scores down into separate components for grading	<ul style="list-style-type: none"> <li>Weights certain parts of an assignment</li> <li>Communicate to students the areas that are important</li> <li>Possess extra details that allow multiple grades to emphasize the same criteria</li> <li>Allow for specific feedback</li> </ul>	<ul style="list-style-type: none"> <li>Lose focus</li> <li>Students tend to just do the work</li> <li>Efforts toward maximizing point values</li> <li>Students may be less likely to try new strategies or experiment with ideas</li> <li>Have limited descriptors</li> </ul>

## HANDS ON RUBRIC

	<b>Task Specific</b>	Unique to a specific task.	Lists a number of task which equal a certain grade level
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		<b>General</b>	
	Designed to provide detailed guidance regarding a specific assignment or task.	More reliable assessment of performance on the task	Difficult to construct rubrics for all specific tasks


## Production Skills

<b>Word Processing Skills</b>	<ul style="list-style-type: none"> <li>• Locate and open an existing document</li> <li>• Create an MS Word or Google file</li> <li>• Understand and use tool bars</li> <li>• Cut, copy, insert and move text</li> <li>• Use grammar and spell check</li> <li>• Print files and adjust page setup as needed</li> <li>• Save files to multiple locations</li> </ul>	<ul style="list-style-type: none"> <li>• Change the formatting of a document</li> <li>• Create tables</li> <li>• Add graphics to a document</li> <li>• Use pre-existing templates</li> <li>• Save a .doc file as another file type</li> </ul>	<ul style="list-style-type: none"> <li>• Create a template</li> <li>• Set up and use mail merge</li> <li>• Integrate a spreadsheet or a chart</li> </ul>
<b>Database Software</b>		<ul style="list-style-type: none"> <li>• Enter and edit data in</li> </ul>	<ul style="list-style-type: none"> <li>• Define relationships</li> </ul>

1. What were your feelings about having no rubric for the assignment? (Single Choice) \*

- ☐ I appreciated the freedom to do the assignment my way
- ☐ No impact on my process
- ☐ I felt there was a lack of direction for the assignment without a rubric

ONE SURPRISE



I thought maybe an ounce of prevention would be more effective and reduce student stress levels.

INVITE STUDENTS TO GIVE YOU FEEDBACK.

Reynolds, L. (2021). 20 ways to provide effective feedback for learning. Teach Thought.  
<https://www.teachthought.com/pedagogy/20-ways-to-provide-effective-feedback-for-learning/>

## Start by Asking

### **I start most courses with a short survey:**

- What are three things I can do this semester to help build your confidence and ensure your success?
- Are there specific things you would like to learn from this course?
- Do you have any specific questions that didn't get answered tonight?



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Caution on  
Midterms  
surveys

# References

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- Dinhan. S. (2010). Feedback on feedback. *Teacher journal archive*, Vol. 2008 [2010], No. 191, Art. 9 [https://www.teachermagazine.com/au\\_en/articles/feedback-on-feedback](https://www.teachermagazine.com/au_en/articles/feedback-on-feedback)
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- Reynolds, L. (2021). 20 ways to provide effective feedback for learning. Teach Thought. <https://www.teachthought.com/pedagogy/20-ways-to-provide-effective-feedback-for-learning/>



# Thank You

Thank you to:

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## Creative Spoon 417



CREATE THE FUTURE