



How to Build A Culture of Feedback

IN YOUR SCHOOL





The Problem

Most schools talk about feedback. Few embed it as a shared culture.

The result?

- Missed growth.
- Frustrated teachers.
- Lost learning opportunities.





Why Feedback Matters

1. Feedback is the engine of professional growth.
2. It helps teachers refine practice, share ideas, and stay aligned with learner needs.





Shift

The Mindset First

Start with a belief: *Feedback is not criticism.*

Build psychological safety so that all **feedback** is seen as **a tool**, not a threat.

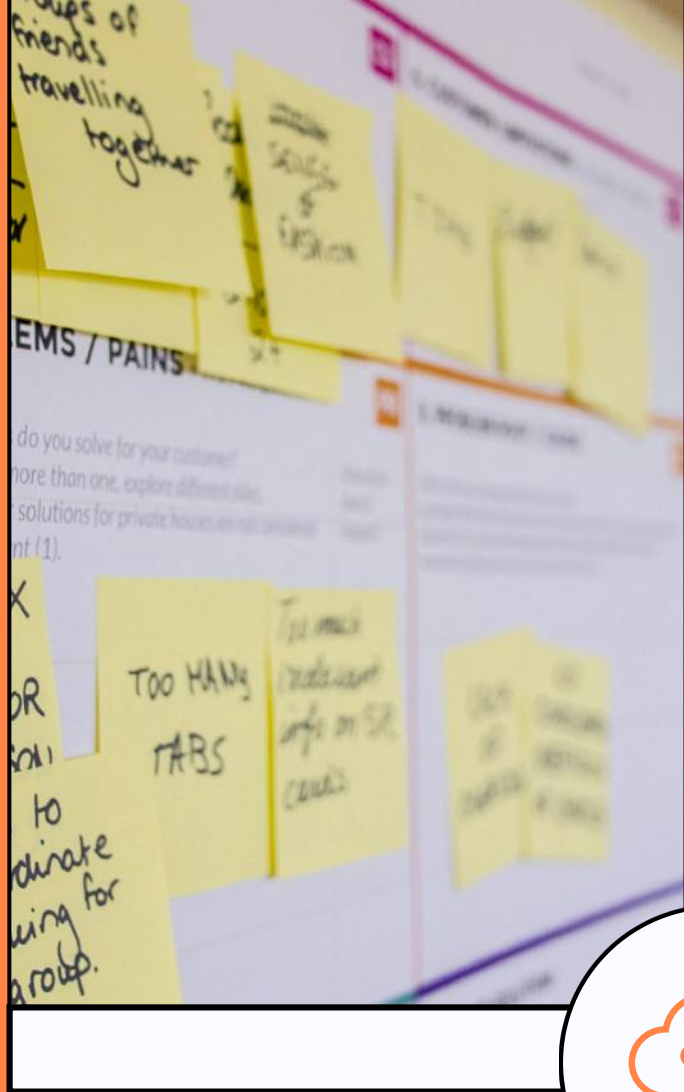
Make Feedback Visible

Leaders go first.

Model feedback in meetings, walkthroughs, and lesson reviews.

Talk about it. Celebrate it. Normalise it.

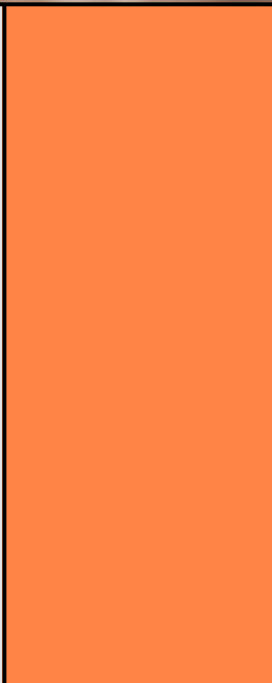
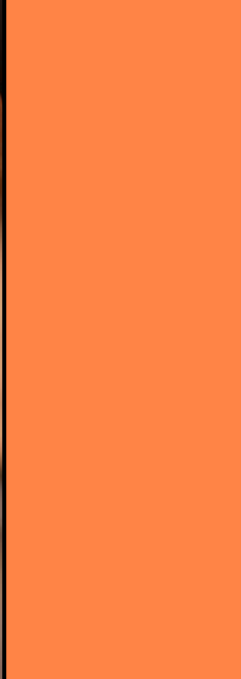




Create Structures Not Just Intentions

Feedback thrives on rhythm.

Schedule peer observations, coaching check-ins, and post-lesson reflections.

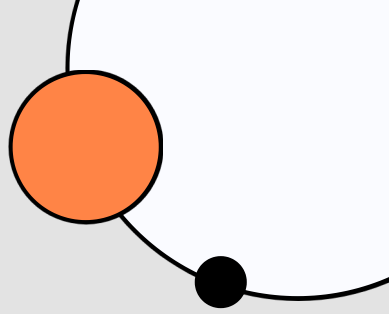


Focus on the Craft Not the Person

Effective feedback is specific, actionable, and centred on teaching—not personality.

Avoid judgement.

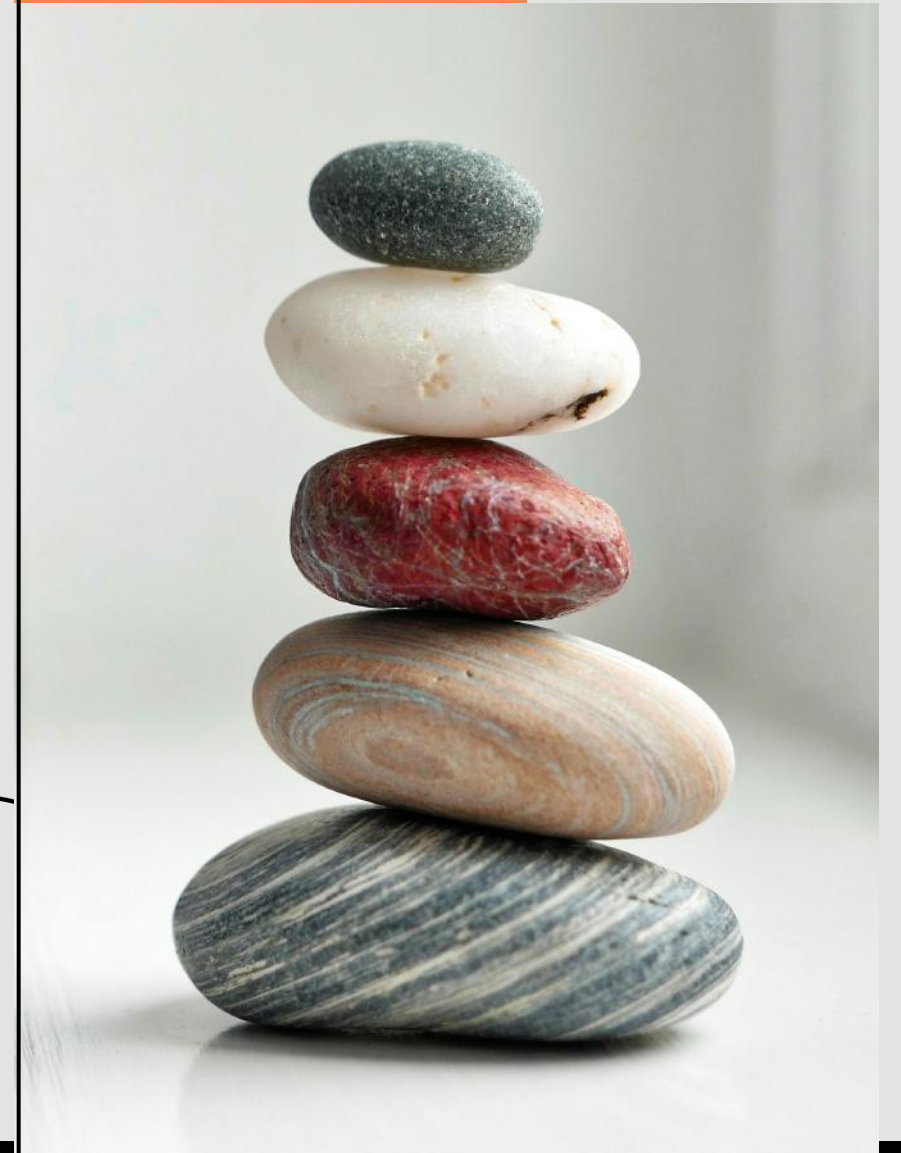
Invite reflection.



Use The 3:1 Rule

Three affirmations to one suggestion.

Balance builds trust, deepens commitment,
and motivates change.





Encourage Peer Feedback

Make feedback multidirectional—not just top-down.

Empower teachers to coach and grow each other.

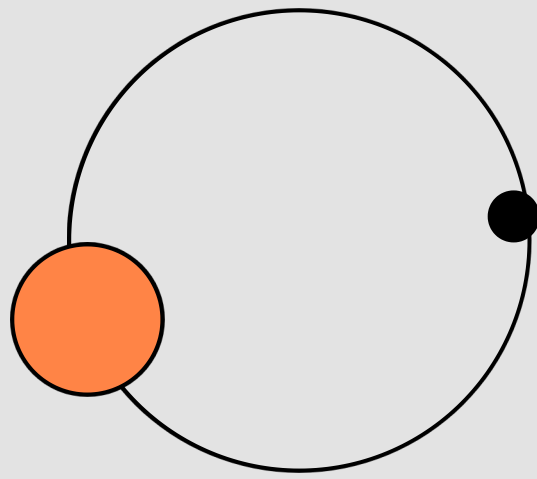


Train **For Quality**

Offer professional learning on how to give and receive feedback.

Use protocols, sentence starters, and real classroom video.





Track The Impact

Ask: How has feedback changed teaching?

Use surveys, walkthroughs, and teacher reflections to measure cultural shifts.



Close With A Call

Feedback isn't a checkbox—it's a culture.

Which of these strategies will you try first in your school?

