



Giving effective feedback

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Paul Lewis (paul.lewis@bellringing.org)



Effective progression

We learn faster, and much more effectively, when we have a clear sense of how well we are doing and what we might need to do in order to improve.

(Carless, 2006)

Moving forwards and upwards

"We all need people who give us feedback. That's how we improve." - Bill Gates -



Feedback in ringing

- We can see it, we can hear it and we can feel it
- We can give it and we can receive it
- We can act on it and we can ignore it
- We should use it to modify, to improve, to instil change and to do things better

ART Assessment

- M1 Criterion 10:

The Teacher demonstrates the ability to give feedback in a positive manner

- M2F / M2C Criterion 4:

The Teacher demonstrates the ability to use feedback positively and constructively for the individual ringer and the band as a whole

What's with a word?

- Feedback
- Positive
- Constructively

How would we describe good and effective feedback?



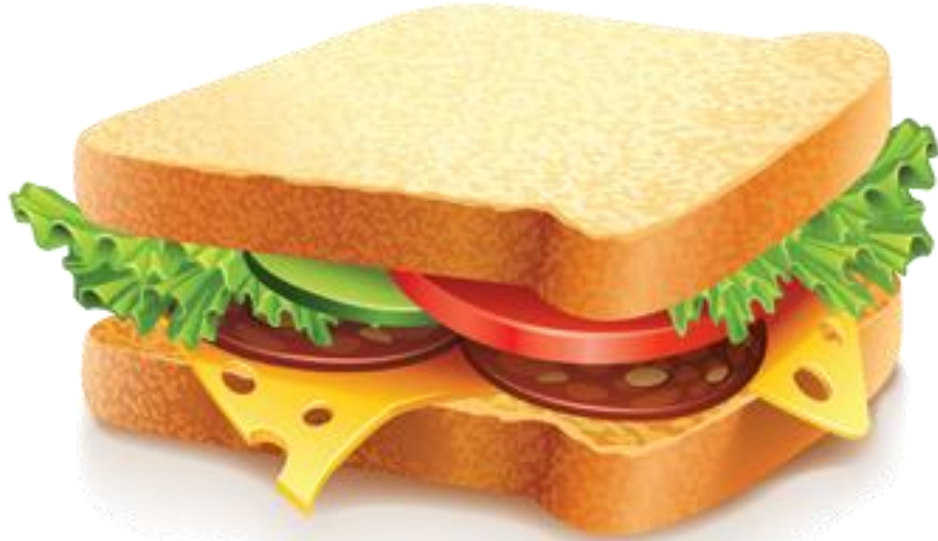
What should good feedback be like?



In a nutshell.....



Feedback sandwich



Feedback and positive reinforcement

Use feedback to:

- Change unwanted actions
- Reinforce and strengthen wanted (correct) actions

1

Observe good and bad points;
provide positive feedback about the good things

2

Talk about the things that did not go so well

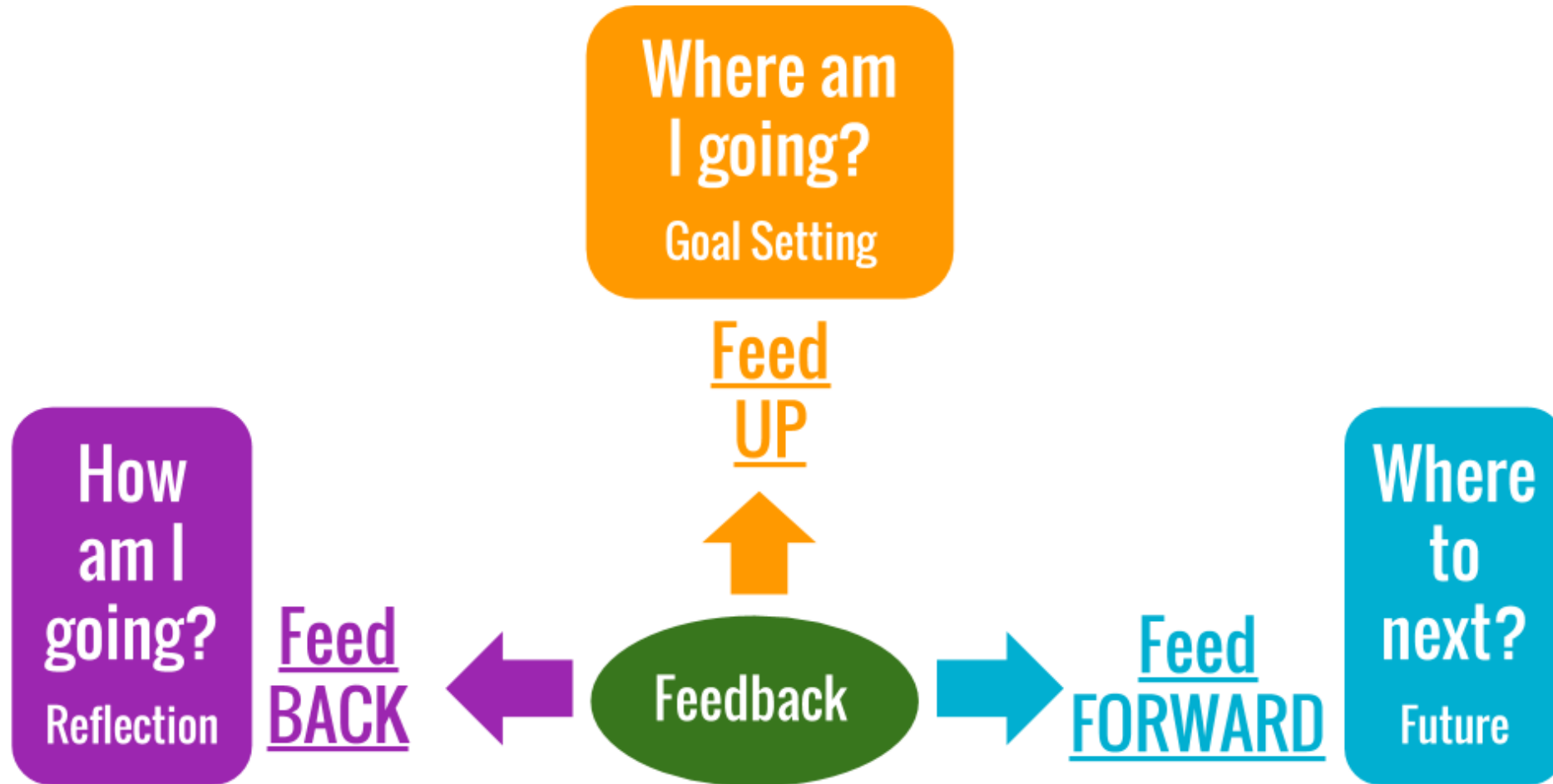
3

Information on how to improve and opportunity to practise

M1 Guidance Notes for Assessors

- Feedback can be used to reinforce correct actions and to change unwanted actions
- Feedback should be accurate
- The importance of giving feedback in a positive manner, starting with positive things, moving on to areas which need improving, giving information on how to improve and opportunity to put this information into practice
- Praise can reduce motivation if it is given when no effort has been put in
- The importance of frequent and immediate feedback in the early stages of learning
- The importance of rewarding effort
- The importance of not rewarding poor performance

Feedback is more than FeedBACK



Feedforward

- REPAIR (Joe Hirsch – The Feedback Fix)
- **R**egenerates
- **E**xpands
- **P**articular
- **A**uthentic
- **I**mpact
- **R**efines



“Window-gazers tell others what to see. Mirror-holders challenge others to see it for themselves”

Widening feedback

- Self feedback
- Teacher feedback
- Peer feedback

Features of feedback

- Make it a positive experience, even if it is not all rosy
- Make it about process and behaviour rather than personality
- Aim to be specific and observational
- Limit your focus
- Think positive, negative or neutral language with verbal feedback
- Be critical rather than criticise
- Think forwards in order to review
- Permission and privacy

Some final thoughts

- Give honest, realistic feedback in a positive and helpful manner
- It is the manner and emphasis with which feedback is given which is the key to improving motivation
- And motivation improves learning

- PS. Don't say "DON'T"
- PPS. Feedback without SHOUTING (unless it's a safety issue!).
Feedback with a smile is much better 😊