

Tips for Providing Constructive Feedback Within the Practice-Based Coaching Framework

What is constructive feedback?

Constructive feedback is one form of performance feedback. It is the provision of data-informed or performance-based suggestions or supports for enhancing the fidelity of practice implementation as specified in the goal and action plan. Constructive feedback should support the coachee to implement the practice more often, more fluently, across contexts or children, or to maintain or adapt practice implementation. Constructive feedback might be provided about resources or materials used to implement a practice; practice implementation; or the use of data related to practice implementation, child progress, or child outcomes. Constructive feedback is **not** telling the coachee what they did wrong.

How do you provide constructive feedback?

Constructive feedback is an essential coaching strategy for each coaching session. Constructive feedback typically includes four features when delivered as intended. Often, constructive feedback will also include the provision of resources or materials to support the coachee’s enhanced practice implementation.

| Feature | Example |
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| <p>1 Provide an objective description of what was observed related to a practice specified in the goal and action plan.</p> | <p><i>Today, Jorge had 7 embedded instruction opportunities for his learning target of making 1-word requests. Two of the trials had a consequence following the correct target behavior. You or his peer gave him the object he requested.</i></p> |
| <p>2 Provide information about the practice and how it can benefit the coachee, children, or practice context.</p> | <p><i>When Jorge experiences a positive consequence immediately following the learning target behavior, he will be more likely to learn the behaviors you are trying to teach him.</i></p> |
| <p>3 Identify one to three suggestions or strategies for enhancing the coachee’s implementation of the practice.</p> | <p><i>To ensure that Jorge receives embedded instruction learning trials that include a consequence, you could use the instructional plan or make a visual cue to remind you and your team to provide the consequence. Or, is there another strategy you think might help you to remember?</i></p> |
| <p>4 Provide a reflective prompt so the coachee has an opportunity to verbally state what they will do to enhance practice implementation.</p> | <p><i>What do you think you will do to ensure that Jorge receives a consequence?</i></p> |



Constructive feedback helps a coachee reflect on and self-evaluate the use of the targeted practices.

Focus constructive feedback on the practices targeted in the goal and action plan.