

Tutor Coaching Feedback Guidance

Purpose: Tutor coaches may utilize this tool for guidance on delivering constructive feedback to support tutors' ongoing professional development.

Establishing a Constructive Feedback Culture
<p>A strong feedback culture enhances professional growth and student achievement. Effective coaching practices include:</p> <ul style="list-style-type: none"> ● Implementing frequent debrief sessions with shared performance rubrics. ● Using evidence-based coaching strategies. ● Emphasizing equity, social-emotional learning (SEL), and strategies for supporting English Language Learners (ELL) and students with disabilities (SPED). ● Modeling trust-building and openness through strengths-based feedback.
Coaching Strategies to Promote Growth
<ul style="list-style-type: none"> ● Encourage Open Dialogue: Create a safe space where feedback drives professional growth, not personal evaluation. ● Use Specific, Actionable Feedback: Identify strengths, areas for improvement, and clear next steps. ● Facilitate Regular Check-Ins: Engage in ongoing discussions to monitor progress and set goals. ● Promote Peer Learning: Encourage tutors to observe and learn from peers. ● Provide Models and Resources: Offer clear examples of effective practices and access to training resources. ● Frame Feedback as Growth-Oriented: Focus on continuous improvement and learning, rather than assessment. ● Use Evidence-Based Observations: Base feedback on documented practices, not assumptions. ● Normalize Feedback as a Learning Process: Reinforce that professional development is ongoing.