



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

A strong feedback culture enhances professional growth and student achievement. Effective coaching practices include:

- 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

- **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.