User guide to feedback implementation resources

Evidence-based practices are unlikely to take hold within a school unless there is a clear implementation plan. Crucial to the success of implementation is ensuring that you have established an evaluative framework in which to measure the impact of the change.

AITSL in partnership with Evidence for Learning has published resources to help school leaders and teachers introduce evidence-based feedback practices. This guide provides an overview of the resources that are designed to build knowledge about effective feedback and to support planning, implementation and evaluation.

The resources provide support across key phases of implementation, however, educators will need to determine the feedback practices they adopt, what further information they need, and how they will work with staff to manage and monitor the changes in their context.

Numerous processes exist for introducing new practices into a school and for evaluating their impact. The Impact Evaluation Cycle is one such framework that outlines a process from identifying the need to take action through to the evaluation of the chosen approach.

Four phases of implementation

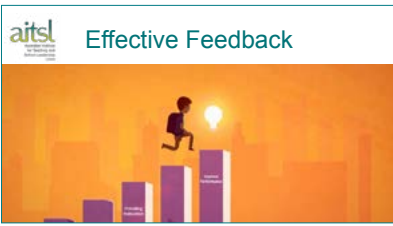The feedback resources have been aligned to four basic phases of implementation:

Readiness	Planning	Implementation	Evaluation
Determining whether you are ready to plan for implementation or if further work needs to be undertaken initially.	Building knowledge about evidence-based feedback and making key decisions about feedback practices that will be introduced and the support systems[1] that will be provided.	Enacting the plan, monitoring progress and adapting the feedback practices or support systems if required.	Analysing data to understand the impact of the focus on feedback and making a decision to continue, adapt or cease the approach.

These four phases and the resources contained in each should easily work with the Impact Evaluation Cycle and behaviour change models, such as the AITSL Leadership Profiles Behaviour Change model.

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Readiness	Planning	Implementation	Evaluation

Readiness

Are you ready to introduce a change in practice across your context?

Resources available

Readiness check – Use with the leadership team, a small group overseeing implementation or all staff to identify structures, systems and processes already in place that can be used to support the implementation of feedback practices.

Readiness	Planning	Implementation	Evaluation

Planning

In this phase you will make a plan to implement feedback in your context.

Resources available

PowerPoint - Effective feedback – Use this workshop slide deck to engage staff in building knowledge about effective feedback, reflecting on current practice and planning for implementation.

Planning overview – This tool enables you to record key decisions on implementation support systems, feedback practices to be introduced, timelines, monitoring and evaluation of impact.

Feedback strategies – Practical evidence-based examples of feedback strategies and complementary strategies designed for use in schools, including:

- learning intentions and success criteria
- peer feedback
- professional learning communities.

Readiness	Planning	**Implementation**	Evaluation

Implementing feedback

This is the phase when you put the plan into action.

This phase involves:

- enacting the implementation plan
- working collaboratively to build knowledge, share successes and develop practice
- monitoring progress
- managing challenges
- adapting the implementation plan and approach if required.

Resources available

Feedback case studies – Review and discuss the feedback case studies to help your team reflect on the implementation support and feedback practices you have introduced into your own context.

Readiness	Planning	Implementation	**Evaluation**

Evaluating impact

Evaluating the impact of changes in feedback practices is essential and should be considered from the outset. Evaluation reveals barriers and enablers, the level of impact on student learning and outcomes, and is the basis for a decision on whether or not to continue with the introduced approach.

Resources available

Evaluating impact – A tool that provides information about evaluation, including possible data sources and types, and the need to triangulate data during analysis.

Evaluation questionnaire – A series of survey questions that can be uploaded to an online survey tool. The questions are designed to obtain feedback from teachers about developments in knowledge and practice, as well as the effectiveness of support systems, such as professional learning activities.