



LIUNA

TRAINING & EDUCATION
FUND

Providing Instructor Feedback

Who We Are

- Training Arm of LIUNA
- Joint Labor-Management Training Trust Fund
- Non-Profit Education & Training Organization
- Third-Party Accredited by ANSI and IAS



What We Do

- Service 70+ affiliates in North America
- Policy Advocacy & Capacity Building
- Standards Development
- Accredited Industry Curriculum
- Instructor Training & Credentialing
- Registered Apprenticeship
- Roughly 200,000 workers trained/yr



Why Provide Feedback

- Why should one instructor observe another instructor and provide feedback?

Remembering Feedback

- How did you feel when receiving feedback?
- How did you feel when giving feedback?
- Did you or the instructor change teaching practices as a result of the feedback?

Objectives

- Explain why instructor observation is useful
- Describe how to observe an instructor and take notes
- List steps in feedback
- Participate in a feedback session

Observing and Taking Notes

- Describe
 - Instructor actions/behavior
 - Student actions/reactions and behavior
- Analyze/interpret what was described/observed
- Consider possible plan of action

Some Teaching Practices to Observe

- Prepare students to learn
- Give clear instructions
- Engage students in learning
- Monitor/assist students
- Provide feedback/answer questions

Sample Observation Form

Instructor Observations	Participant Observations
Interpret Observations	
Positive Feedback	Constructive Feedback
Recommendations/Plan Action	

Feedback Steps

- Instructor offers observations/feelings
- Observer comments and offers positive points
- Observer provides constructive feedback
- Instructor asks questions and gives possible actions
- Observer responds to PA and offers other options

Post Feedback

- What feelings did you have about your role?
- What feelings did you have as positive issues were raised?
- What feelings did you have as constructive issues were raised?

Criteria of Good Feedback

What are some criteria for good feedback?

Q & A

For additional information:

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