

## Effective Feedback is at the Heart of Great Coaches and Instructional Leaders



Featuring **Ribas Associates** Presenter  
**Dr. Paul Ash**

**Thursday, March 22, 2018**  
at the MSAA Office, Franklin

**Sign-In/Registration:** 8:00 am to 8:30 am  
**Workshop:** 8:30 am to 3:00 pm  
**Fees:** Member \$195/Non-Member \$260

6 Professional Development Hours

PD Content Area: *Leadership/Administration*

What do coaches, surgical supervisors, music teachers, and instructional leaders have in common? They all use frequent and effective feedback as their primary method to improve another person's practice. Even in the most successful schools, we rarely get to hire master teachers already formed; the best instructional leaders coach teachers until the masters emerge.

In this workshop, participants will learn multiple strategies to increase their feedback, including real-time feedback strategies. Videos will be used to show how supervisors can use silent signals, whispering techniques, and modeling while a class is in progress. We will also discuss how supervisors can use the pre-conference to improve classroom routines and procedures, gain student attention, and write lesson plans.

After discussing how supervisors can improve "giving feedback", we will also examine multiple reasons why educators may resist "receiving feedback". Based on the work of Doug Stone and Sheila Heen (Thanks for Feedback), we will talk about three triggers that can block educator learning and how you can prepare for resistance: the identity triggers (me), the relationship triggers (we), and the truth triggers (see).

**Dr. Paul Ash** retired as the Superintendent of Schools in Lexington, Massachusetts after 10 years. During his 42-year career, Paul has held a wide range of school leadership roles: Superintendent of Schools, Westwood, MA; Assistant Superintendent for Personnel, Finance, and Administration, Wellesley, MA, and Chair of the Legislation Committee, Massachusetts Association of School Superintendents. Paul's contributions to the field have been recognized at the state and national level in human resources/labor relations, financial operations, and professional development. He is the co-author of the highly acclaimed book *School Systems That Learn: Improving Professional Practice, Overcoming Obstacles, and Diffusing Innovation*.

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