



MASSACHUSETTS SCHOOL  
ADMINISTRATORS' ASSOCIATION



*An MSAA Professional Development Workshop for: K- 12 Administrators, Principals, Assistant Principals, Teacher Leaders, District Leaders; Professional Development Providers, and Curriculum Leaders*

## How to Deliver Effective Feedback to Faculty and Staff



**Featuring Seaside Educational Consultants Presenter:  
Dr. Judy Ann DeLucia**

**Tuesday, March 5, 2019**  
*at the MSAA Office, Franklin*

**Sign-In:** 8:00am–8:30am  
**Workshop:** 8:30am–3:00pm

**PD Hours:** 6  
**Content Area:** *Leadership and Administration*

**Fees:** *Member \$215 / Non-Member \$285*

**MSAA Contact:** [pd@msaa.net](mailto:pd@msaa.net)

Today's leaders are challenged to ensure that their district/school evaluations, collaboration and feedback make a difference for teachers and students. Learning how to give effective feedback that positively impacts teaching and learning can be a difficult task for teacher leaders. This is especially true for what is called "hard feedback."

This type of feedback challenges the teachers' practice and can cause professional discomfort.

### Participants will:

- Learn the essential skills and be provided with materials that will result in positive communication for both educators and administrators
- Be provided with tools from the DESE that support the conversation around student learning
- Identify strategies for increasing peer coaching among teachers in professional learning communities
- Learn the "Instructional Coaching Cycle" based on the work of Jim Knight
- Learn how to establish routines and create tools/protocols that help reduce the need for the difficult conversation
- Practice giving substantive feedback to help build a collegial and trusting relationship between teacher and coach/administrator

**Dr. Judy Ann DeLucia**, *President of Seaside Educational Consultants, is a retired Superintendent of the Greater Lawrence Technical School with more than 30 years' service in Massachusetts schools K–12. Her experiences also include working as an assistant superintendent, director of curriculum, principal, teacher and college professor. A skilled coach for administrators and teachers, Judy has well-tested ideas and strategies for moving schools forward.*

[Register online at www.msaa.net](http://www.msaa.net)

**LEADERSHIP MATTERS**

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