Communication That Connects: Supervision Strategies for New Staff Development

Research and Resource Guide

Introduction

This research and resource guide summarizes lessons from the session, provides additional topical resources to further develop your application of the topic, and offers research to expand your knowledge.

Lessons from the Session

Communication That Connects focuses on supporting new team members through structured check-ins using the IDEA Model and utilizing feedback to create a continuous conversation around skill and knowledge development.

IDEA Model[1] - The IDEA model is a structured approach to giving feedback that helps staff grow and improve.

- **I** – Identify: Be very specific about what your feedback is about (or the content) and the surrounding information (or the context).
- **D** – Describe: Fully explain the details, the what and why of your comment.
- **E** – Encourage: Take the time to offer help and support towards the desired change.
- **A** – Action: Determine next steps to take the feedback and implement changes towards improvement.

Feedback Loops - The feedback loop can be used to redirect behaviors. With practice it becomes more natural and effective, resulting in change and behavior improvement. The feedback loop begins with acknowledging a common mission and values. Then address areas for growth by providing objective information and the effect on the program along with a plan for support and improvement. The feedback loop closes with identifying strengths.

Resources and Tools

- [Giving Feedback with IDEA](https://www.slideshare.net/JeremyStoverPCC/giving-feedback-with-idea)[2]

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[1]Griffen Executive Solutions. (2024). *Feedback using the IDEA model*. https://griffenexecsolutions.com/?sdm_process_download=1&download_id=1468
[2]Stover, J. (n.d.). Giving Feedback with IDEA. SlideShare. https://www.slideshare.net/JeremyStoverPCC/giving-feedback-with-idea

- [Fostering Growth: Insights into Effective Staff Management](#)[3]
- [The secret to giving great feedback](#)[4]

Research and Information

- [A review of feedback models and typologies: Towards an integrative model of feedback elements](#)[5]
- [Rethinking models of feedback for learning: the challenge of design](#)[6]
- [6 Strategies for Effective Feedback in Education](#)[7]
- [Providing Teachers With Feedback That Fosters Growth](#)[8]

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[3]*Fostering Growth: Insights into Effective Staff Management feat. Kam Green | School: After Hours - The podcast for all things Education and Afterschool Programming*. (2023, September 12). School: After Hours - the Podcast for All Things Education and Afterschool Programming. https://schoolafterhours.podcastpage.io/episode/s-4-ep-4-fostering-growth-insights-into-effective-staff-management-feat-kam-green

[4]TED. (2020, February 10). *The secret to giving great feedback | The Way We Work, a TED series* [Video]. YouTube. https://www.youtube.com/watch?v=wtl5UrrgU8c

[5]Panadero, E., & A. Lipnevich, A. (2022). A review of feedback models and typologies: Towards an integrative model of feedback elements. *Educational Research Review*, *35*, 100416. https://www.sciencedirect.com/science/article/pii/S1747938X21000397

[6]Boud, D., & Molloy, E. (2012). Rethinking models of feedback for learning: the challenge of design. *Assessment & Evaluation in Higher Education*, *38*(6), 698–712. https://doi.org/10.1080/02602938.2012.691462

[7]Edustaff. (n.d.). https://www.edustaff.org/text-blog-posts/6-strategies-for-effective-feedback-in-education

[8]Joseph, M. X. (2023, November 16). *Providing teachers with feedback that fosters growth*. Edutopia. https://www.edutopia.org/article/providing-teachers-feedback-fosters-growth/