



MASSACHUSETTS SCHOOL ADMINISTRATORS' ASSOCIATION



An MSAA Professional Development Workshop for: All PreK-12 Administrators

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



Featuring *Ribas Associates* Presenter:  
Dr. Paul Ash

Tuesday, January 22, 2019  
at the MSAA Office, Franklin

<b>Sign-In:</b> 8:00am-8:30am <b>Workshop:</b> 8:30am-3:00pm	<b>PD Hours:</b> 6 <b>Content Area:</b> <i>Leadership and Administration</i>
<b>Fees:</b> Member \$215 / Non-Member \$285	<b>MSAA Contact:</b> <a href="mailto:pd@msaa.net">pd@msaa.net</a>

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 to supervisees and reduce their resistance. Videos will be used to demonstrate model strategies. In addition, we will also discuss to shift your time from low-yield evaluation reports to more high-yield effective feedback that increases the quality of teaching.

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, the relationship triggers, and the truth triggers.

**Dr. Paul Ash** retired as the Superintendent of Schools in Lexington, Massachusetts after 10 years. During his 42-year career, Dr. Ash has held a wide range of school leadership roles, including 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.

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

## LEADERSHIP MATTERS



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