About Hidden Sparks

Hidden Sparks is a non-profit whose purpose is to help children with learning differences reach their full potential in school and life. Hidden Sparks supports professional development for Jewish day schools to help increase understanding and support for diverse learners.

Hidden Sparks’ programs combine school-based professional development in learning and positive behavioral support, classroom observation and coaching. Our philosophy is that by helping teachers meet the needs of struggling students, ultimately all students will benefit.

Now in its 10th year, Hidden Sparks has trained 210 coaches in 69 Jewish day schools in New York, New Jersey, Baltimore, Boca Raton, and Chicago, and 6 Israeli cities (Jerusalem, Modiin, Lod, Ramle, Ra’anana, Tel Aviv).
Welcome to Hidden Sparks Without Walls. We will be starting at 8:30pm.

To alleviate background noise and ensure a quiet session, your audio connection has been muted.

Asking Questions & Sharing Thoughts:
You are encouraged to ask questions and share your thoughts on the Chat.

Please activate the chat feature by clicking in the “Chat bubble” on the control panel on the bottom of your screen.

Audio:
If you would like to call in via phone for audio, please click on the phone icon, select “I will call in” and you will be provided with the call-in number.
From Feedback to Feedforward

Joe Hirsch
May 13, 2019
Joe Hirsch specializes in helping schools and businesses master the art and science of high-performance feedback. An award-winning educator and instructional leader, Joe has spent more than a decade in the K-12 and higher-ed markets training, coaching and empowering teachers and school administrators to differentiate instruction, design project-based learning, and bolster student support. Based on his 2017 book, *The Feedback Fix*, Joe has shown clients like the GameStop, the Bill & Melinda Gates Foundation and members of the U.S. armed forces how to boost creativity, foster collaboration and deepen self-awareness. He’s a TEDx and keynote speaker, a columnist for *Inc.*, and a contributor to the *Wall Street Journal*, Educational Leadership, Edutopia, and other major outlets.

www.joehirsch.me @joemhirsch
THE BIG PICTURE

Traditional feedback is broken.

--- FEED FORWARD ---

Agency

Accountability

Authenticity
FEEDBACK
CAUSES MUST PEOPLE TO FEEL...

______ (YOUR ANSWER)
FIGHT  FLIGHT  FREEZE
Feels makes us helpless, which creates a fixed mindset, which feels judgemental.
CAN'T CHANGE THE PAST
THE FORGETTING CURVE

Retention

Days

100%
80%
60%
40%
20%
GAVE NO FEEDBACK AT ALL

7%

GAVE IT ONLY ONCE PER YEAR

79%

(Donaldson et al., 2014)
TRADITIONAL FEEDBACK MODEL

PRINCIPAL

TEACHER
360-DEGREE FEEDBACK MODEL

STUDENTS

PRINCIPAL

TEACHER

COLLEAGUES
FEEDBACK
TELLING PEOPLE WHO THEY ARE FEEDBACK
TELLING PEOPLE WHO THEY ARE BECOMING

FEEDFORWARD
THE FEEDBACK FIX

Dump the Past, Embrace the Future, and Lead the Way to Change

JOE HIRSCH

Foreword by Marshall Goldsmith

REFRAMES
EXPANDS PARTICULAR
AUTHENTIC IMPACT
REFINES
THE FEEDBACK FIX
Dump the Past, Embrace the Future, and Lead the Way to Change

JOE HIRSCH
Foreword by Marshall Goldsmith

REFRAMES
EXPANDS
PARTICULAR
AUTHENTIC
IMPACT
REFINES

hidden sparks
12 years helping children reach their potential
Teachers who gave prescriptive directions produced uniform results...

...but promoted creative solutions when using open-ended directions.
REACH FOR

YES + AND
<table>
<thead>
<tr>
<th><strong>YEAH, BUT...</strong></th>
<th><strong>YES, AND...</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Problems</td>
<td>Potential</td>
</tr>
<tr>
<td>Barriers</td>
<td>Breakthroughs</td>
</tr>
<tr>
<td>Shrink ideas</td>
<td>Expand ideas</td>
</tr>
<tr>
<td>Creativity on ice</td>
<td>Creativity on fire</td>
</tr>
</tbody>
</table>
FEEDFORWARD IN GROUPS
BRAINWRITING
RULES

1 ONE IDEA PER CARD
RULES

3 ENLARGE + EXPAND
Benefit #2:

Reframes
Expands
Particular
Authentic
Impacts
Refines
PRAISE SANDWICH

COMPLIMENT

CRITICISM

COMPLIMENT
PRAISE SANDWICH

COMPLIMENT

COMPLIMENT
THE
FEEDBACK
W.R.A.P.

2019 Hidden Sparks
W.R.A.P.

WHAT + WHERE

REASON

AFFECT

PROMPT
WHAT + WHERE
WHAT IS HAPPENING?
WHERE IS THIS HAPPENING?
WHAT + WHERE

REASON

WHY DOES THIS MATTER?
WHAT + WHERE

REASON

AFFECT

WHAT FEELINGS DOES THIS CAUSE?
**WHAT + WHERE**

**REASON**

**AFFECT**

**PROMPT**

**WHAT CAN BE DONE?**
WHAT + WHERE

REASON

AFFECT

PROMPT
PRAISE SANDWICH

INSINCERE

INDIRECT

INEFFECTIVE

FEEDBACK WRAP

AUTHENTIC

AFFECTIVE

ACTIONABLE
THE FEEDBACK FIX
Dump the Past, Embrace the Future, and Lead the Way to Change

JOE HIRSCH
Foreword by Marshall Goldsmith
New York Times bestselling author of MOJO and What Got You Here Won't Get You There

TRUST AND ACCOUNTABILITY

REFRAMES
EXPANDS
ARTICULAR
AUTHENTIC
IMPACT
REFINES

hidden sparks 12 years helping children reach their potential
FEEDFORWARD:
Change the way people see themselves
THE
FEEDFORWARD
INTERVIEW
THE FEEDFORWARD INTERVIEW

1. SUMMIT
2. TREK
3. CLIMB
SUMMIT

WHEN DID YOU EXPERIENCE PERSONAL BEST?
WHO & WHAT MADE THIS POSSIBLE?
CLIMB

HOW WILL YOUR NEXT STEPS SCALE SUCCESS?
Traditional feedback is broken. Feed forward to agency, accountability, authenticity.
Upcoming Hidden Sparks Without Walls Sessions

Visit our HSWOW Course archive to view and download all past webinars

https://www.hiddensparks.org/professional-development-programs/courses-archive/

If you are interested in bringing Hidden Sparks to your school or city, please contact us:

212-767-7707 or sara@hiddensparks.org
Contacting Hidden Sparks

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