

360 DEGREE FEEDBACK

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As an educator, we train ourselves during the lockdown by attending webinars and other trainings related to teaching. After every training there will always be an online form to fill up that serves as the feedback and attendance for the program. Is this necessary or just a requirement to fulfill?

Feedback is the evaluation or corrective information about a program, event, or process to the original or specific source. In education feedback is the information given to the learner about the learners' performance related to learning goals or objectives. This is an important aspect in the teaching-learning process.

When giving feedback it affirms what is obviously good, reinforces focus on specific items, mentions specific details and states wish for subsequent experience. This is both beneficial for the learners and teachers. On the side of the learners, they are given the equal opportunity to change what is wrong with their activities and learning styles. In this way they may change it base on the requirements of a specific subject and for the development of their cognitive and affective skills. On the other hand, teachers can create or formulate a much better teaching strategy, activity or even learning assessment to come up with a better program.

Feedback is not just between the students and teachers, this also includes colleagues, principals and other persons involved within the organization. If there is meaningful feedback it may target specificity of the program or strategy, timeliness, goal orientation or competencies, tact and structure and the involvement of learners. This is crucial specially on the curriculum application and development.

As educators, we must listen to different feedbacks and take it as an advice not a criticism or contradiction for our styles and teaching set up. In this way we can change the way we reinforce and redirect learner behaviors. On the part of the stakeholders, with the proper understanding of feedback and appropriate application of technology, meaningful learner transformation can take place.

Traditional feedback though convenient and easy to use may lack precision in evaluating performance. The implementation of 360 degree feedback system can begin with being comfortable with peer feedback.

References:

“Feedback”

Retrieved from: <https://educationendowmentfoundation.org.uk/education-evidence/teaching-learning-toolkit/feedback#:~:text=What%20is%20it%3F-Feedback%20is%20information%20given%20to%20the%20learner%20about%20the%20earner's,and%20activity%20with%20an%20outcome.>

“Definition of feedback”

Retrieved from: <https://www.merriam-webster.com/dictionary/feedback>