

# Peer Feedback

Formative tool for self improvement

July 12, 2021

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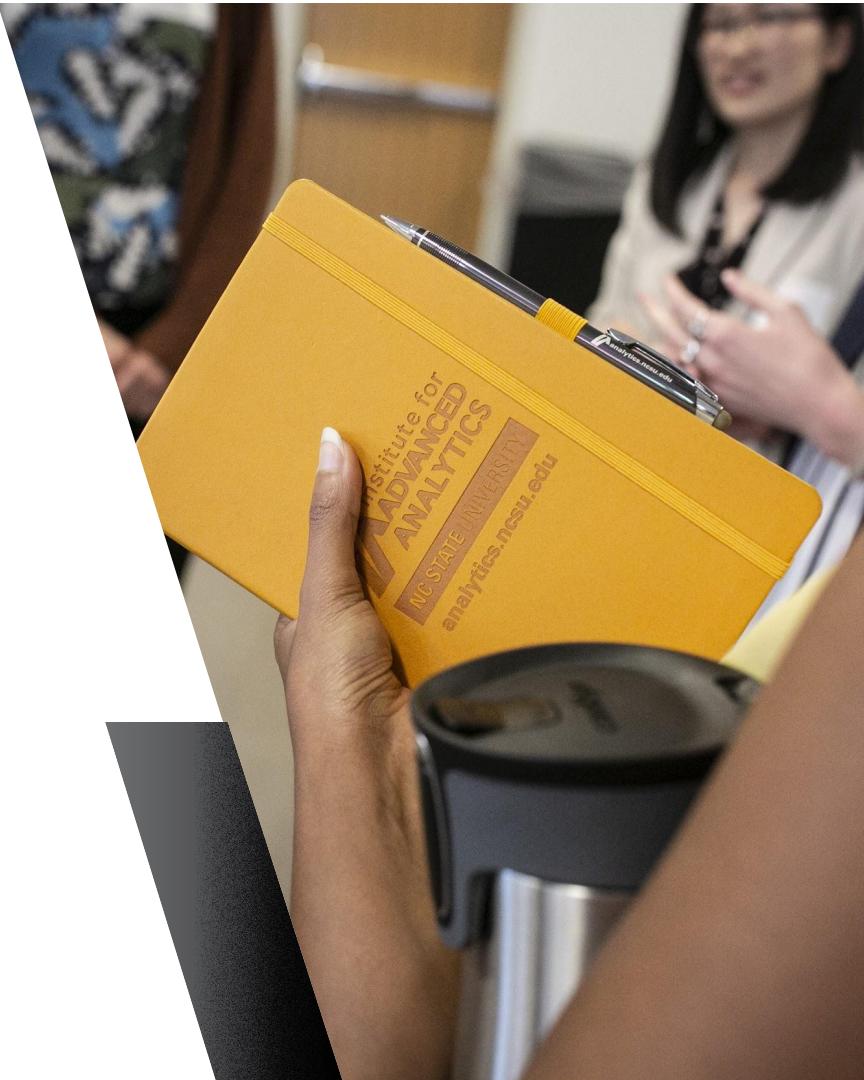
# Agenda



## Peer Feedback

- How it works
- When it happens
- What it looks like
- Tips
- Comments

# How It Works





- Formative, not punitive
- Peer feedback is *not* used in grading

Promotes strong performance and demonstrated improvement

- 7 rounds of feedback
- ~8 peers (2 teams) per round
- 25 behaviors
- = 1,000+ data points on your performance



# How It Works

## Self Feedback

- Reflect on your performance
  - Identify contributions & strengths
  - Identify areas to improve
- Create & track the progress of your personal goals
- Use the first person ("I" not "Bob" or "he")

# How It Works

Access to feedback

## Faculty/staff access

- Only Dr. Rappa, Dr. West, and the coaching staff have access to view feedback
- We see who said what

## Student access

- You will see your own aggregated feedback
- You won't see who said what, nor will you see any comments directed at the coaching staff

MON 28	TUE 29	WED 30	THU Jul 1
Programming Foundations (R) Technical Communication Pre Programming Foundations Technical Communication Pre	(3hrs) Programming Foundations (R) (75min) Analytics Foundations (3hrs) Programming Foundations (R) (75min) Analytics Foundations	(1hr) Analytics Foundations (3hrs) Programming Foundations (R) (1hr) Analytics Foundations (3hrs) Programming Foundations (R)	(1.5 hrs) Analytics Foundations (3 hrs) Programming Foundations (1.5hrs) Analytics Foundations (3hrs) Programming Foundations
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# When It Happens

# When It Happens

## Feedback Schedule

- Summer (end of July): Summer Team
- Fall 1 (end of Sep.): Homework & Practicum
- Fall 2 (end of Oct.): Homework & Practicum
- Fall 3 (early Dec.): Homework & Practicum
- Spring 1 (mid-Feb.): Homework & Practicum
- Spring 2 (mid-March): Homework & Practicum
- Spring 3 (mid-April): Practicum Team



# What It Looks Like



# AGREEMENT PAGE

## MSA Peer Feedback for Spring 3

<b>Instructions</b>	<b>I understand</b>
Complete the forms entirely on your own without consultation.	<input type="checkbox"/>
Your responses should represent a genuine assessment of each individual's performance as a team member in the period covered.	<input type="checkbox"/>
Your responses will be shared with your team members in aggregate. Your specific responses will not be identified.	<input type="checkbox"/>
The intent of the feedback is to help each other improve team performance in the future. Honest, fair and thoughtful peer feedback is a critical step in the improvement process.	<input type="checkbox"/>
By clicking the button below, you hereby attest to the accuracy and truthfulness of your peer feedback, and that each was formulated independently based on your own best judgement.	<input type="checkbox"/>
I agree	

# LANDING PAGE

[View past feedback](#)

	<b>Feedback to be completed:</b>	<b>Time Submitted</b>
imgnotfound.jpg	<u>Test, Student (Self-Evaluation)</u>	---
	<u>(Practicum)</u>	---
	<u>(Practicum)</u>	---
	<u>(Practicum)</u>	---
	<u>(Practicum)</u>	---
	<u>(Study Group)</u>	---
	<u>(Study Group)</u>	---
	<u>(Study Group)</u>	---
	<u>(Study Group)</u>	---

Please select the next peer feedback above for:  
**April Test Data**

# CATEGORIES

imgnotfound.jpg

This feedback is for:

**Test Student**

Context:

**Self-Evaluation**

Module:

**April Test Data**

In your feedback, please indicate the strength of your agreement with each statement below by selecting the appropriate response. Complete the form entirely on your own without consultation. Your responses should represent a genuine assessment of your own performance in the current review period. The feedback is confidential. The intent of the feedback is to help guide you in improving your performance in the future. Honest and fair feedback for yourself is one of the most important responsibilities given to you as a member of the MSA community. Collusion, falsification, or the otherwise intentional misrepresentation of your feedback is grounds for academic disciplinary action.



**Self Management**

+ Relationship Management

+ Communication

+ Comments

Submit Form

# SELF MANAGEMENT

## — Self Management

Question	Never	Rarely	Sometimes	Frequently	Always
I am confident in my ability to add value to the team.	<input type="radio"/>				
I manage my emotions and impulses for the benefit of the team.	<input type="radio"/>				
I am focused on and committed to achieving the team's goals.	<input type="radio"/>				
I am resilient in the face of changing information, obstacles, or setbacks.	<input type="radio"/>				
I perform my fair share of the team's work.	<input type="radio"/>				
I take initiative and volunteer for tasks to help the team achieve its goals.	<input type="radio"/>				
I meet high standards of quality and professionalism in my work for the team.	<input type="radio"/>				
I organize priorities, time, and resources to meet the needs and goals of the team.	<input type="radio"/>				
I challenge myself to learn and develop new skills.	<input type="radio"/>				
I attend meetings on time, prepared, and ready to work.	<input type="radio"/>				
I manage challenges or stress in a healthy way.	<input type="radio"/>				
I meet deadlines for assigned tasks.	<input type="radio"/>				
I hold myself accountable for team deliverables.	<input type="radio"/>				

# RELATIONSHIP MANAGEMENT

## — Relationship Management

Question	Never	Rarely	Sometimes	Frequently	Always
I develop collaborative relationships with teammates.	<input type="radio"/>				
I offer ideas, assistance, encouragement, and support to my teammates.	<input type="radio"/>				
I respect the contributions (talents, strengths, viewpoints, ideas) of my teammates.	<input type="radio"/>				
I try to resolve conflicts and disagreements.	<input type="radio"/>				
I give timely and specific feedback to teammates.	<input type="radio"/>				
I use active listening strategies to better understand my teammates.	<input type="radio"/>				

## + Communication

# COMMUNICATION

## — Communication

Question	Never	Rarely	Sometimes	Frequently	Always
I meet team expectations for acknowledging/responding to written communications (e.g. Slack, email, texts).	<input type="radio"/>				
I keep my teammates informed/updated on my work progress.	<input type="radio"/>				
I communicate clearly and concisely.	<input type="radio"/>				
I allow others space and time during meetings to share their ideas.	<input type="radio"/>				
I offer ideas and solutions to problems.	<input type="radio"/>				
I comment my code for the benefit of my teammates' understanding.	<input type="radio"/>				

# LEADERSHIP

imgnotfound.jpg

This feedback is for:  
**Test Student**

Context:  
**Self-Evaluation**

Module:  
**April Test Data**

In your feedback, please indicate the strength of your agreement with each statement below by selecting the appropriate response. Complete the form entirely on your own without consultation. Your responses should represent a genuine assessment of your own performance in the current review period. The feedback is confidential. The intent of the feedback is to help guide you in improving your performance in the future. Honest and fair feedback for yourself is one of the most important responsibilities given to you as a member of the MSA community. Collusion, falsification, or the otherwise intentional misrepresentation of your feedback is grounds for academic disciplinary action.

+ Self Management

+ Relationship Management

+ Communication

- Leadership

Question	Never	Rarely	Sometimes	Almost Always	Always
I communicate a vision for the team.	<input type="radio"/>				
I set a strategic direction with the team.	<input type="radio"/>				
I inspire commitment from my teammates.	<input type="radio"/>				
I support the work of my teammates.	<input type="radio"/>				

+ Comments

Submit Form

# COMMENTS

imgnotfound.jpg

This feedback is for:

**Test Student**

Context:

**Self-Evaluation**

Module:

**April Test Data**

In your feedback, please indicate the strength of your agreement with each statement below by selecting the appropriate response. Complete the form entirely on your own without consultation. Your responses should represent a genuine assessment of your own performance in the current review period. The feedback is confidential. The intent of the feedback is to help guide you in improving your performance in the future. Honest and fair feedback for yourself is one of the most important responsibilities given to you as a member of the MSA community. Collusion, falsification, or the otherwise intentional misrepresentation of your feedback is grounds for academic disciplinary action.

+ Self Management

+ Relationship Management

+ Communication

+ Leadership

- Comments

My contributions to the past module were:

Maximum 2000 characters.

Suggestions for moving forward:

Maximum 2000 characters.

Comments for coaches:

Maximum 2000 characters.

Submit Form

# COMMENTS

imgnotfound.jpg

This feedback is for:

**Test Student**

Context:  
**Self-Evaluation**

Module:  
**April Test Data**

In your feedback, please indicate the strength of your agreement with each statement below by selecting the appropriate response. Complete the form entirely on your own without consultation. Your responses should represent a genuine assessment of your own performance in the current review period. The feedback is confidential. The intent of the feedback is to help guide you in improving your performance in the future. Honest and fair feedback for yourself is one of the most important responsibilities given to you as a member of the MSA community. Collusion, falsification, or the otherwise intentional misrepresentation of your feedback is grounds for academic disciplinary action.

+ Self Management

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+ Communication

+ Leadership

- Comments

My contributions to the past module were:

Maximum 2000 characters.

Suggestions for moving forward:

Maximum 2000 characters.

Comments for coaches:

Maximum 2000 characters.



Submit Form

# FORM COMPLETE

[View past feedback](#)

	<b>Feedback to be completed:</b>	<b>Time Submitted</b>
	Test, Student (Self-Evaluation)	2019-07-19 11:09:32
	Andrea, Villanes (Practicum)	2019-07-19 11:09:32
	Brandon, Barbour (Practicum)	2019-07-19 11:09:32
	Chris, West (Practicum)	2019-07-19 11:09:32
	April, Wilson (Practicum)	2019-07-19 11:09:32
	Jessica, Hoffman (Study Group)	2019-07-19 11:09:32
	Val, Schwartz (Study Group)	2019-07-19 11:09:32
	Shaina, Race (Study Group)	2019-07-19 11:09:32
	Susan, Simmons (Study Group)	2019-07-19 11:09:32

You have completed all the peer feedback!  
[Optional: download your responses for your own records.](#)

A photograph showing a close-up of a person's hands typing on a laptop keyboard. The person is wearing a yellow ribbed sweater and a silver multi-layered bracelet on their left wrist. The background is blurred.

# Tips

# Tips

Keep updated notes

- Self
- Team

Focus on observable behaviors

Avoid assumptions

Use team members' names

# Comments





# Unhelpful Comments

- No comment
- Nobody likes working with him/her
- Has potential, but still falls short
- Could contribute more
- Nothing really to add
- Same as last time



# Helpful Comments

- ...could improve by responding to emails within 24-36 hours
- ...did a great job of defusing conflict with humor
- ...was great at helping me understand how to use proc glm
- ...needs to have their homework done in advance of our meetings
- ...spends too much time doing other things during meetings
- ...needs to share their ideas & opinions in meetings

# Self Feedback

## Examples

### Contributions to the past module:

- I try to be a positive person to be around.
- I am willing to do my share of the work and try to get everyone involved and feeling like an equal member of the team, no matter their prior knowledge level.

### Suggestions for moving forward:

I can sometimes use humor too much. I try to use discretion in this but sometimes I use it as a crutch for getting everyone's approval.



**I could be better at dealing with conflict. A team member and I disagreed on a path and I tried very hard not to come across like a jerk but I think I may have. We were not upset with each other but I feel the situation could have been handled a little better.**

# Peer Feedback

## Examples

### **Contributions to the past module:**

Ernie had very good insights and helped keep us organized. He was more than willing to share his knowledge of SAS with the rest of the team and drop what he was doing to help us when we were struggling with our code. I was very comfortable asking him the simplest of SAS questions, no matter how tedious.

### **Suggestions for moving forward:**

Bert would do a great job of answering but he would end up spending a lot more time than was required. He tends to go off on tangents which would end up extending our meetings longer than planned.



**Betty could have shared more of her skills with the group. Her work was always excellent but if she documented/shared her process with the group, all of us could have learned from her.**



**When Ernie disagreed with something, there were times he would say something along the lines of, “No, why would you think that works?” or “I completely disagree with that.”**



# Comments for Coaches

- I am concerned Betty is having personal problems, since she's had to take emergency phone calls several times during our last 3 meetings.
- Ernie asked me out earlier in the summer, before we were assigned to the same practicum team. I'm seeing someone else so I declined, but now it seems that he's angry or uncomfortable since he won't look at me or talk to me directly. I'm not sure what to do about this.
- Others?

A photograph showing a group of diverse professionals in business attire, including men in suits and ties and women in blazers, standing in a hallway. They appear to be attending a networking event or conference. The background features a window with blinds and a modern interior design.

# What's Next?



# What's Next?

## Feedback Procedure

- You must complete your summer feedback on Friday, July 30 by 5:00 pm
  - Login to VPN
  - Go to <https://msa.ncsu.edu/feedback>
  - Sign in with your Unity ID & password
  - Verify on Duo

# Questions?

