



STABI

The Feedback Unicorn

Effective instructor feedback is:

S

SPECIFIC

Relates directly to the goal of the assignment
Personalized to the learner's work and patterns, not generic

T

TIMELY

Delivered early enough for students to act, not just to know

- With new knowledge, immediate is best
- When applying knowledge, delayed is best

A

ACTIONABLE

Points students toward a goal and allows them time to reach it - gives students something to do that is worth doing

- Calibrated to students' feedback literacy

B

BALANCED

Combines guidance with motivational tone

- Use praise sparingly - address the work, not the person Failure is more motivating than success

I

INFORMATIVE

Identifies a gap between where a student is and where they should be

- Explains why and how to close the gap, not just what is missing