

# CREATING A CULTURE OF FEEDBACK



Did you invite community feedback by administering YouthTruth’s staff survey at your school? In addition to closing the feedback loop with your students, you can further strengthen your school’s culture of feedback by also letting your staff know that their participation in the survey is important to you. Like with your students, just one way you can express your appreciation is by closing the feedback loop with a simple message of “Thank you. I heard you.” using the prompts below to help you get started. Your reflections could be delivered in writing or in-person.

This simple act of reflecting what you heard back to your community makes feedback a two-way conversation and demonstrates that listening is an important part of your leadership. Letting your community know that you’ve heard them also has the power to encourage participation in years to come.

*Dear Staff, thank you. I heard you.*

I learned that \_\_\_\_\_

I was surprised that \_\_\_\_\_

Here’s a question that I have: \_\_\_\_\_

I am proud that \_\_\_\_\_

Here are three quotations from your comments that I’m still thinking about:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I plan to follow up on hearing from you by \_\_\_\_\_

\_\_\_\_\_