

SPARK Guidelines

When encouraging feedback is not enough and you need to offer more than observations, SPARK Guidelines offer a framework and reminder for giving feedback.

Feedback should be:

Specific: Comments are linked to a discrete action, skill or concept.

Prescriptive: Feedback offers a solution or strategy to improve the outcome.

Actionable: When the feedback is received, it leaves the girl scouts knowing what steps to take for improvement.

Referenced: The feedback directly references the task criteria, requirements, or target skills.

Kind: All comments must be framed in a kind, supportive way.