Good morning!

Today I am going to share some information and resources about 360 reviews, and how they work in each studio. I will also save this email into the shared parent folder, as a future resource!

360 Reviews provide a chance to give feedback on how well Eagles and Guides are keeping their contract promises. By sharing areas in which each member of the tribe excels and areas in which they can grow, our entire studio is challenged to be a better member of the team!

**In the ES:**

At the end of each session, learners are emailed 2 fellow Eagles to complete a 360 review on. They rate the Eagles' kindness and hard work in the studio on a scale of 1-5, and provide warm and cool feedback. Guides then review all submissions, deleting insults or low scores that do not provide helpful feedback for growth.

The studio then reflects together on the carpet with various questions. Such as:

-How do you overcome cool feedback given to you by your peers?

-How do you keep a hero mentality, instead of falling into victimhood?

-Which feedback is harder for you to accept? Cool feedback you disagree with or cool feedback that is true but written unkindly.

-Imagine this, you open your 360 review and see a score of 1.7. That's really low! You feel like you work hard and are usually kind to people. What will your initial reaction be? Disappointed in yourself for your performance last session, upset with your peers that they do not see your hard work and kindness, or motivation to improve your score?

-How will you use your feedback to grow in the studio?

-What type of feedback do you find more helpful? Warm or cool?

The learners then look at their feedback in Journey Tracker and complete a reflection on their own by answering questions posted in Journey Tracker's 'Weekly Tracking.' These scores are posted in the studio and all feedback can be seen in Journey Tracker, providing complete transparency. If you want to see your child's 360 reviews, you can go to Journey Tracker, and on the left side of the screen you will see "360 reviews". Ask your child to sit down with you and read through the results, asking some of these same questions!

**In the MS:**

Because it is a small tribe, they review all 5 of their tribe members at the end of each session. Like in ES, the guide will review the responses before publishing. They will answer questions such as:

-Does this eagle contribute to the studio by working hard? (rate 1-5)

-How does this eagle contribute to the studio with kindness & respect?

-How well does this eagle keep their contract promises?

-They then give warm & cool feedback.

After the results have been published, they will review the responses together, and choose "most helpful" and "most accurate" comment, and will choose to agree or disagree with the score given. These are then printed and put on the wall for transparency.

**Reviews of Guides:**

The Eagles also complete a Guide Review of Miss Ashley and Miss Alison. This review focuses on the Guide-Learner Contract created in Session 1. (posted on the studio wall) Eagles rank the guides from 1-5 with how well they follow the contract, then provide warm and cool feedback. Reviews are posted in the studio under the Guide-Learner contract, so there is full transparency.

Here is a blog link from Laura Sandefer, in regards to 360 Reviews, and how to respond as a parent! I hope that it encourages you.

<https://actonlascruces.com/360-peer-review-guest-blog-post-laura-sandefer-2>/

***"Seeking and listening to feedback may be the most important trait in becoming a teachable person. This is why our children are practicing these skills at Acton. They are on a path of continual improvement and lifelong learning. Defensiveness will fall by the wayside for them because it simply holds them back. And heroes choose to move forward."***

***-Laura Sandefer.***