

Plus Delta

Plus (+)	Delta

Purpose

Plus/Delta is a simple, formative evaluation tool that is quick, easy to use, fosters reflection, and provides ideas for improvements. The goal of Plus/Delta is twofold: (1) Guide the learning process so students learn at higher levels. When teachers ask students to target what is going well and what needs to be improved, they are giving students voice in the classroom (and more ownership in their learning). (2) Engage groups and individuals in honest reflection focused on strengths and opportunities for improvement. The tool is purposely framed in “improvement” language rather than language that might be taken negatively.

Steps – pretty simple!

- 1) Label a chart, whiteboard, or Smart file with the Plus/Delta chart.
- 2) Ask participants for feedback on which strategies need to be changed or what helped them achieve the results obtained.
- 3) Ask for feedback on which strategies need to be changed – this may be what is needed more of, less of, or specific changes that may improve future results.
- 4) Deltas should be specific and action orientated. They should focus on learning not “liking.”
 - Take the deltas seriously and try to act on them – don’t ignore the feedback.
 - The focus should be on improving the system not on “fixing” the people.

This tool seems so simple but can have amazing results when used regularly in the classroom! It helps teachers make decisions about the use of teaching/learning strategies, and assists students in reflecting on their own learning process.

