



NP Faculty Guide to Formative Feedback

How to Use the Right Feedback
to Elevate NP Learners



For NPs Who Teach, Lead, & Thrive

www.elevatednpblog.com

Why Formative Feedback Matters

Unlike summative evaluation, formative feedback occurs during skill development — offering learners a chance to adjust, reflect, and improve in real time.

Knowles' Adult Learning Theory (Andragogy)

Make feedback relevant to real practice:

- Problem-centered rather than content-centered
- Respectful of learner's previous experience

What to do:

- ✓ highlight clinical reasoning
- ✓ connect feedback to NP roles and expectations
- ✓ invite learner reflection and self-assessment

Kolb's Experiential Learning Cycle

Concrete experience
(simulation, clinical, assignment)

Reflective observation
(faculty prompts help here)

Abstract conceptualization
(new insight or strategy)

Active experimentation
(trying it on the next session/assignment)

Constructivist Learning Principles

NP students construct meaning through:

- dialogue
- guided inquiry
- feedback that challenges assumptions
- scaffolding provided by expert faculty

Formative feedback strengthens clinical judgment, diagnostic reasoning, reflective thinking, evidence-based decision-making, and professional confidence.

The 4-Step Feedback Framework

OBSERVE

respects learner autonomy
(Knowles)

What did the learner say/do/submit?

- Cite the behavior, not the person
- Keep tone neutral and descriptive
- “Otitis media, pneumonia, and asthma were selected as the differentials here.”
- “In the simulation, you used therapeutic silence effectively.”

NAME IT

clarifies meaning & relevance
(constructivism)

Identify the pattern or competency (*anchors the feedback to professional expectation*)

- “This demonstrates strong pattern recognition.”
- “This aligns with advanced communication competencies.”

COACH

converts feedback into actions
(Kolb)

Offer a concrete next step (*Coaching is the heart of formative feedback!*)

- “To strengthen your DDx, compare these three differentials using key exam findings.”
- “Consider adding evidence-based risk factors to strengthen your plan.”

REINFORCE

motivate & strengthen self-concept
(andragogy)

End with encouragement rooted in ability

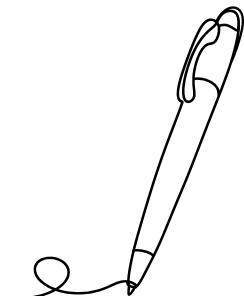
- “You’re developing strong clinical instincts — keep building on this foundation.”
- “Your organization and clarity are improving each week.”

Each step reflects adult learning theory principles

Practical Prompts for (Clinical + Didactic)

Clinical Reasoning Prompts

“What clinical cues stood out to you.”
“What else might you consider in the differential?”
“If this patient returned with worsening symptoms, what would you reassess?”



Assessment & Diagnostic Reasoning Prompts

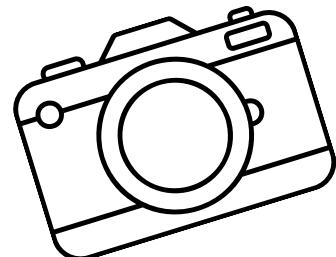
“What data would strengthen your interpretation?”
“How would you refine your palate of differentials?”
“What assumptions should we test here?”

Professional Role Development Prompts

“How does this align with the NP role in primary care?”
“Where do you see growth since the start of the course?”
“Which communication strategies felt most effective?”

Reframing Statements

“One strength I noticed is...”
“A next step you can explore is...”
“Let’s build on what you’ve already done well.”



Formative Feedback for Written Assignments

“Your synthesis of sources is clear; to strengthen this argument, consider adding ____.”
“Your PICOT question is focused. One refinement might be ____.”
“To strengthen your standpoint, develop your rationale with specific evidence.”

Practical Prompts for (Clinical + Didactic)

Clinical Skill Feedback

Strength:

"You demonstrated strength in _____."

Opportunity:

"To continue developing your diagnostic reasoning, consider _____."

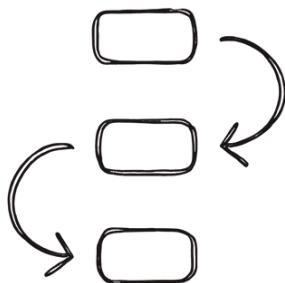
Next Step:

"Before the next clinical/lab session, try _____."

Reinforcement:

"You're progressing well in _____. Keep building on that momentum."

Assignment Feedback



"I noticed that you _____. This shows growth in _____.
To strengthen this area further, you might _____."

Before submitting your next assignment, consider incorporating _____."

Reflective Feedback (Prompts for Students)

"What did you learn from this experience?"

"What challenged you, and how did you navigate it?"

"What is one strategy you want to test next week?"

