

BIBLE STUDY TEACHER DEBRIEF TOOL

7MARKS Chart

Prepare 5+ encouragements, 2 areas for growth, and 1 gifting to name during the debrief conversation.

Mark of Vibrancy	What Worked Well	Ideas for Next Time
Both Discovery and Clarity Facilitating a dynamic process that is driven by the text and the participants produces deep understanding and relevant application of the message.		
Amplified Narrative Bringing to life the story of the text and context makes the study more memorable and impactful.		
TIGHT Questions Well-stated questions generated by a careful reading of the text guide a dynamic discovery process.		
Compelling Synthesis Summarizing the text and seeking the core message motivates the group to apply that message in specific and relevant ways.		
Transformative Application Questions that connect the core message of the text to the lives of the participants help them hear from God and challenge them to grow as disciples.		
Healthy Group Dynamics Environments that honor the participants and their process together increase engagement and strengthen the community as they study.		
Impact Empowered by the Holy Spirit Cultivating spiritual disciplines and dependence on the Spirit prepares the facilitator to help participants encounter God through his Word.		

Unprepared – most were disengaged, somewhat boring, significant tension, confusion

Not Great – many were disengaged, somewhat flat, but core message clear, space for application

Solid – most were engaged, good momentum, core message clear, space for application

Great – *solid* and also fun, group connecting to text and one another, clear soft-heartedness

Amazing – *great* and also whole group engaged, electrifying, prophetic encounter with God's word

BIBLE STUDY TEACHER DEBRIEF TOOL

Cultivating Healthy Feedback and Debrief Culture

Healthy feedback and debrief culture is essential for continued excellence in Bible study leadership. This responsibility belongs to mentor teachers as we pass along good practices, but it is also important for all teachers to develop a habit of seeking out feedback regularly.

As we learn how to incorporate honest, candid feedback into our teaching experiences, our skill level and self-awareness as teachers will increase. It is crucial that such feedback be given with respect and love so that it may be received as a gift rather than critique. This balance can be achieved through practice and a posture of grace toward one another.

Guidelines for Using the 7MARKS to Give Feedback

1. Welcome the teacher into the debrief conversation by giving an overview of what you will talk about together. Begin by asking questions that allow the teacher to share their own awareness:
 - a. What was that teaching experience like for you? How did it feel?
 - b. When did you feel confident that things were going well? When did you feel stuck or wish that you had done something differently?
2. Review the MARKS and give specific, concrete feedback of two types:
 - a. For as many MARKS as you are able, offer an encouragement about something that worked well. Overall, offer at least 5 encouragements.
 - b. For 2 MARKS (no more), offer an idea for how the teacher can make the study experience better next time they lead. Be sure to be specific and concrete so the teacher has a clear picture of exactly what could be improved.
3. Invite the teacher to reflect on what you have shared. Discuss the feedback together.
4. Name one gifting or unique strength inherent in the teacher's leadership style. Remember, feedback is not just about critiquing what needs to be improved. It is also an opportunity to affirm and encourage the unique ways a teacher bears God's image through their leadership.
5. Pray for the teacher.

Questions to Reflect on Past Feedback and Debrief Experiences [optional – use as needed]

- *How have you been positively and negatively affected by past feedback experiences?*
- *If you could go back and alter the way feedback was given to you or the way you offered feedback, what specifically would you change?*
- *In your ministry community, what do you think gets in the way of healthy feedback culture?*
- *What practical steps can you take to improve the feedback culture in your community?*