

“If there’s any lack of clarity in any of the six design decisions, progress will be restricted” Tom said as he wrapped up the session.



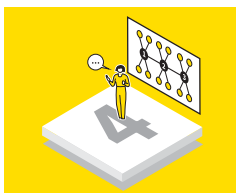
1 | THE TEAMS, THE PEOPLE | Use the team structures in place as this will emphasise that the WalkThrus aren’t something new but, rather, consist of the everyday strategies found in all classrooms. Ensure team leaders are very familiar with the toolkit. The shared understanding that develops through common strategies is critical to success. Allow teachers the time to experiment with the google site for themselves.



2 | THE TEACHING & LEARNING FOCUS | Start by questioning why the WalkThrus are being adopted and to what purpose. Shift the perspective from teacher evaluation to the problem-solving strategies in addressing the challenges students face in learning. Be careful not to work on too many WalkThrus — go for quality every time. And don’t mistake tasteful displays of WalkThru clusters for consistent action in the classroom.



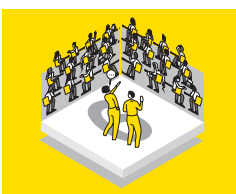
3 | THE OVERALL TIME STRUCTURE | Secure the success of the in-house programme by scheduling dates in the school calendar. Failure to do this tends to result in a fading out of energy and focus. So, build in four-week cycles in which selected WalkThrus are practised, reviewed and evaluated. Weave CPD days to coincide with individual or team coaching cycles. Make the cycle structure evident and central to your strategy.



4 | THE TRAINING INPUTS | Schedule CPD days to lead and inform subsequent coaching arrangements. Such days are an invaluable opportunity to introduce and model the self same strategies with staff. There’s nothing quite like experiencing the teaching approaches to understand them from another gaze — the students’. Ensure all staff have their 5-steps guides on their desks to refer to for every WalkThru discussed.



5 | THE COACHING PROCESS | Coaching is not an opportunity to pass judgement on a teacher. The sole focus is to support successful problem-solving in addressing the learning challenges of the students. Remember too that team coaching is not a poor relation of individual coaching. It binds teams together, exploits existing structures, and harnesses teachers’ collective knowledge and problem-solving expertise.



6 | THE REALITY CHECK | Take your current culture around this seriously. Try out the Session Planner as a structure for this. Tom’s Lesson Observation matrix is both concise and comprehensive, giving users a direct line to a mature and effective approach that generates learning and trust. If you are a subscriber also to StepLab, then their systems align very nicely with the WalkThrus, offering a parallel route.

There is real power in a collective endeavour.

You’ve got to understand what the toolkit offers.

It’s not going to be a quick process.

The hexagon is only the lid of the box.

The steps are the driver.