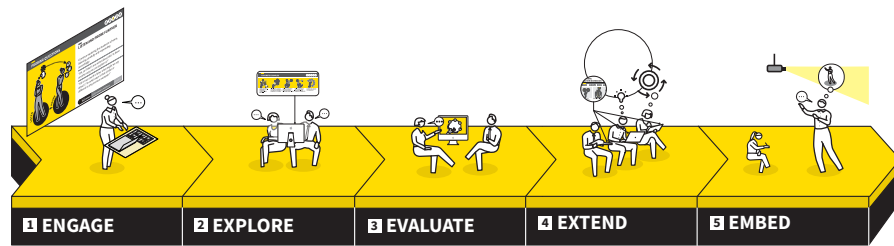




Tom Sherrington



TOM SAYS

Are you ready for coaching? Better to start with a smaller, experienced team. Enthusiasm isn't enough.

Triads are very popular as they are very efficient coaching-wise.

It's not a question of how many WalkThrus you cover, but of how well you do so.

Make the launch event cognitively engaging and practical.

Keep looking at the steps of a WalkThru when you're having a professional development conversation.

1 ENGAGE | LAUNCH

FAMILIARISE

Prepare the launch event:
website | become familiar with the online resources and the book/s
trainer notes | use them to give you confidence when presenting materials
videos | consider using Tom's intros.

FORMATS

Show the WalkThrus in various formats: the projected screen, books, Kindle, laptops and pads ... and photocopy selected WalkThrus onto A3 paper for each table. This way, all conversation is grounded in the practical details of the teaching techniques.

DISCUSSION

Engineer discussion among teachers on the tables. The central A3 paper will provide a strong, stable shared visual focus, generating discussion.

CONSENSUS

The aim of the launch event is to explain that the WalkThrus is not a programme to be followed. It is a toolkit for users to create their own trajectory. Consensus, achieved through discussion, is the aim.

FOCUS

To generate this grounded discussion, introduce a single WalkThru — one you judge to be relevant to all staff. Take your time and go through each step, detail by detail. Don't assume that because the name of the technique is well known, so are its procedures and practices.

OWNERSHIP

Ask staff to discuss each step in terms of their own classrooms. Introduce the **A|D|A|P|T** (p.152 vol.1) method to trigger ownership of the WalkThru, emphasising that this is not an external programme that should passively be followed.

2 EXPLORE | CREATE

RESOURCES

For staff to move onto this stage, they all need to have ready access to all the online resources. Provide the organisation email and password to everyone.

SELECTION OF WALKTHRUS

As this is not a programme, WalkThrus are selected by you. Identify which are most pertinent to your situation. **Solve the Learning Problems** (p.162, vol.1) explains how to match methods to your identified challenges.

PITCH & AGREE

Some schools, or teams, organise staff to pitch their selection, explaining the reasons for their choices. This, in itself, is a powerful PD activity.

SHARED WALKTHRUS

Even very large FE colleges with the most varied subjects taught, can have a small nucleus of common WalkThrus. Oldham FE college, for example, have arrived at a half a dozen that all staff know well and practice daily.

CLUSTERS

Whether for whole-organisation, team, triad or individuals, development invariably now moves onto creating clusters of related WalkThrus. This moves teachers from individual techniques onto focusing on the fluid and adaptive application of several in sequences in their classrooms.

PROGRESS

Professional learning and coaching cycles are often around a half-term to consolidate the plan/review/plan/review rhythm needed for incremental learning. You can explore faster routes in the **Australian Teaching Sprints** (p.160 vol.2) that revolve around a 2 to 4 week cycle.