



Learning Walks & Lesson Observations Protocol

Learning Walks

Learning walks at TreeHouse School, take place weekly to collect evidence about teaching and learning, evidence progress, and identify areas for school development. They are intended to be developmental and constructive rather than judgemental and are used as a whole-school improvement activity.

We keep a rolling schedule which outlines the focus of learning walks over the upcoming weeks. This schedule is followed by SLT and the focus of the planned walks are regularly updated within the school calendar and are communicated with the staff ahead of time.

The senior leadership team will undertake formal learning walks on a weekly basis, often with support from middle leaders within the school. Findings from the learning walk are recorded in the Quality of Education folder.

Actions are fed back to the teaching staff in the following ways;

1. Examples of good practice observed are shared and any areas for development found are highlighted if they apply to the whole school.
2. Learning walk feedback is a standard agenda item as part of the SLT and MLT meeting agenda. Action points are discussed and then any phase / departmental specific actions are cascaded down providing opportunity for dialogue and reflection.
3. Direct feedback is provided to the individual teaching / support staff the same week.

In addition to the recorded learning walks, both the SLT and MLT walk the school regularly during week and may drop in to classes for periods of between 2 and 10 minutes. Insights from any of these 'Drop Ins' can also feed into team meetings for discussion when appropriate.

Here we outline some of the key differences between our 'Learning Walks' and 'Lesson Observations'.

Learning walk	Lesson observation
Undertaken with a specific whole school theme in mind to support whole-school improvement of specific areas.	Makes evaluations of individuals teaching for a range of purposes (including teacher development, CPD priorities and monitoring the quality of teaching and learning across the school)
Short - around 5-20 minutes in each lesson.	Longer – at least 30 minutes and lasting upto a full lesson
No prior notification to teachers other than the general theme of the scheduled walk at the start of the week.	Prior notification given to teachers and a pre meeting will take place to discuss the plan for the lesson and class context.
Developmental – No judgements and supportive comments fed back in person or via email.	Developmental, with more detailed feedback given afterwards always F2F. Findings are written up by a member of SLT and a summary of the feedback is posted on clear review.

LESSON OBSERVATIONS

Lesson Observations at TreeHouse School, are a supportive and developmental process designed to ensure that all teachers have the skills and support they need to carry out their role effectively.

Pre-meeting

- Those being observed will be notified at least 7 days in advance.
- There is opportunity for dialogue before the observation.

The teacher and the lead observer will meet prior to the observation to:

1. Agree that the schedule is suitable and finalise the lesson to be observed.
2. Agree what the focus of the observation will be.
3. Discuss what the teacher has planned for the lesson.
4. Understand the context of the class.
5. Understand where the lesson fits in the scheme of work.
6. Share the learning objectives for the lesson

Lesson Observation

- A formal lesson observation of teaching will then take place at the agreed time, and last a minimum of 25 minutes.
- Classroom observations will be undertaken by persons with QTS and the appropriate training and professional skills to undertake observation.
- Those observing, carry out the role with professionalism, dignity, respect and compassion in line with the values within the Ambitious Approach.
- The observers will record key strengths and areas for development observed during the lesson observation.

Post Observation

- Teachers will not receive a grade for lesson observations.
- The observers will meet immediately after the observation to discuss their findings from the lesson.
- A professional dialogue based on evidence collected during the observation and the teacher standards will take place by the end of the next working day with the lead observer.
- Written feedback will be shared within 7 days.
- Lesson observations are not graded and therefore no grades will be provided.

Observation Schedule

Lesson observations will take place once per term.*

- 1 x SLT Observation in **Autumn** Term 1 (October)
- 1 x Peer Observation in **Spring** Term 2 (February)
- 1 x MLT Observation in **Summer** Term 3 (June)

Any observation which requires improvement is followed up within 2 weeks by a member of SLT with a further lesson observation and developmental action plan.

*Trainee teachers and NQT's first observation will be a peer observation after 2 weeks. This observation will be undertaken by their allocated 'buddy'.