

A woman with dark hair, wearing a blue dress, stands in a bright room with large windows and a white sofa. The room is brightly lit, and the woman is looking towards the camera.

Lead With Instructional Rounds

Creating a Culture of Professional Learning

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#LeadWithRounds

Learning Outcomes

- Understand how instructional rounds can improve school culture and strengthen staff relationships while improving instructional practices.
- Realize the benefits of conducting regular instructional roundshas for staff growth and development, both personalized and system wide.
- Gain tips for reducing teacher apprehension around participating in instructional rounds.

Sweet Spot

- Make schoolwide system improvements in instruction. (City and Elmore et. al)
- Grow teachers in what they need through reflective thinking followed by dialogue. (Marzano)
- Improve and strengthen school culture. (Our personal needs)



*Student achievement
through the continued
improvement of
instruction.*

Instructional Rounds - Definition and Purpose

Instructional rounds is a process for educators, in small collaborative groups, to observe their colleagues teaching while reflecting on their own practices, followed by dialogue about effective instruction and the impact of learning.

Schools that engage in ongoing and frequent instructional rounds have teachers who...

- Develop a shared understanding of best instructional practices
- Develop improved pedagogical skills
- Collaborate regularly
- Grow professionally

Why do instructional rounds?

Breakdown the Silos



Photo by [Waldemar Brandt](#) on [Unsplash](#)

Supporting Research

7 Key Features of Effective Teacher Professional Development

- Content focused.
- Incorporates active learning.
- Supports collaboration in job-embedded contexts.
- Uses models and modeling of effective practice.
- Provides coaching and expert support.
- Offers opportunities for feedback and reflection.
- Of sustained duration.

“Instructional rounds are one of the most valuable tools that a school or district can use to enhance teachers’ pedagogical skills and develop a culture of collaboration.”

- Robert Marzano

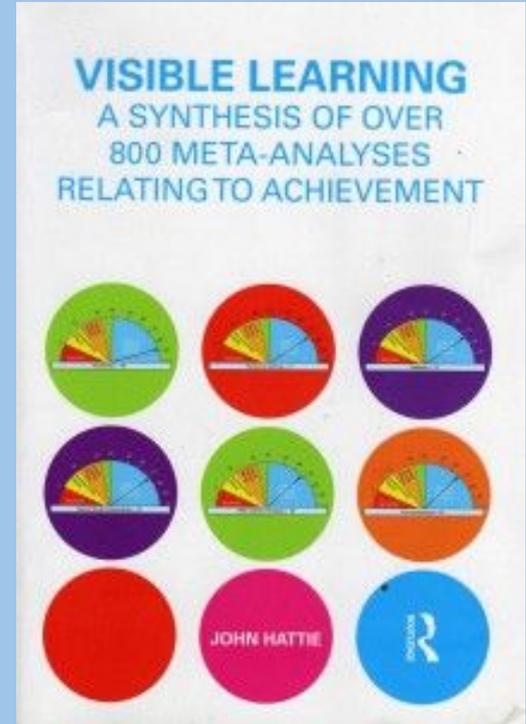
The Impact of Teacher Effectiveness

	Percentile Ranking	Percentile Ranking after two years of instruction
Average School/Average Teacher	50 th	50 th
Highly Ineffective School/ Highly Ineffective Teacher	50 th	3 rd
Highly Effective School/Highly Ineffective Teacher	50 th	37 th
Highly Ineffective School/ Highly Effective Teacher	50 th	63 rd
Highly Effective School/Highly Effective Teacher	50 th	96 th
Highly Effective School/Average Teacher	50 th	78 th

Marzano, 2003

0.84

Leaders who promote and participate in teacher learning and development yield an effect size on 0.84.



Our Story

The back
story...



Photo by [Mahmud Ahsan](#) on [Unsplash](#)

Big News.....

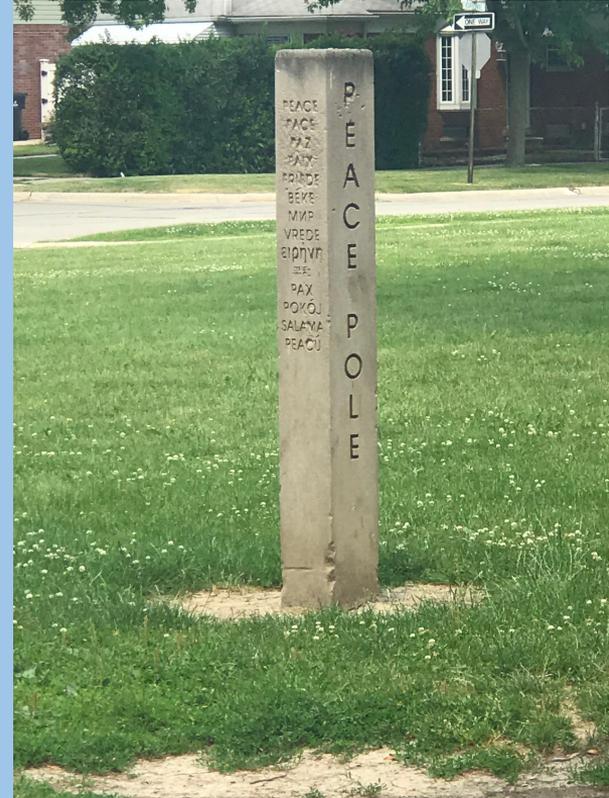
**We need to talk.
This is
serious.**



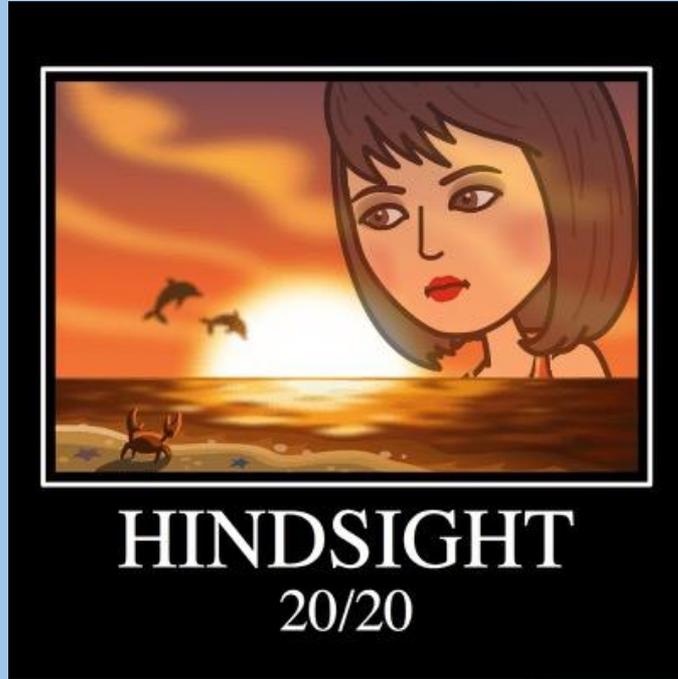
2 Schools

Polar Opposites

Trust Threatened



Our lessons learned became 5 ideals for our instructional rounds



TRUST

SAFETY

UNITY

POSITIVITY

TRANSPARENCY

Our school culture grew into a new identity that valued adult learning as much as student learning.



Monroe Elementary School

Making It Safe

Strength-Focused

Feeling Brain and Thinking Brain

Organizational research
found that organizations
that focus on strengths
have increased
performance...

“Why Managers Should Focus on Employee Strengths to Inspire Great Performance”
Stuart Hearn, *Brand Quarterly*, 2018

Organizations that focus on
weaknesses find
performance to decline.

“Why Managers Should Focus on Employee Strengths to Inspire Great Performance”
Stuart Hearn, *Brand Quarterly*, 2018

Strength based feedback
improves goal
achievement, loyalty and
employee engagement.

“Why Managers Should Focus on Employee Strengths to Inspire Great Performance”
Stuart Hearn, *Brand Quarterly*, 2018

Satisfying Both Brains

Feeling Brain

- Alert for Threat/Mistrust
- Boundaries
- Guidelines
- Validation
- Consistency
- Transparency
- Safety

Thinking Brain

- Learn
- Reflect
- Compare
- Apply
- Evaluate
- Process
- Contemplate

The Process

Volunteers (Feeling Brain)

Pre-Meeting (Feeling Brain)

Classroom Observations (Thinking Brain)

Classroom Debrief and Dialogue (Thinking Brain)

Final Reflection Questions (Thinking Brain)

Validation Notecards (Feeling Brain)

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Benefits

Benefits

The process relies on...

- Teacher development through reflection
- Metacognition
- Collaborative conversation



Personalized yet schoolwide

Everyone gets what they need and we grow together.

Benefits



Three Stages of Mentoring

1. Practical Skills and Information
2. Art and Science of Teaching
3. Deeper Understanding of Best Practices

Benefits

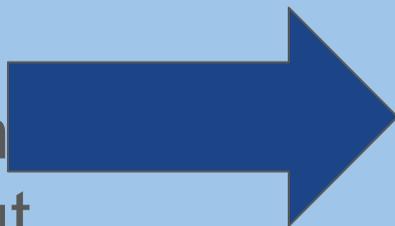
Advancing the
work of your
PLCs



Benefits

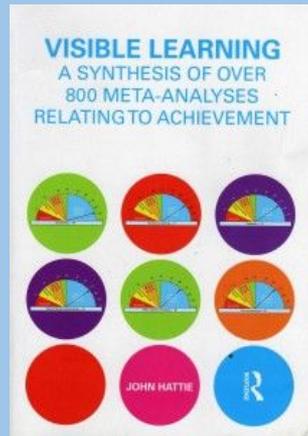
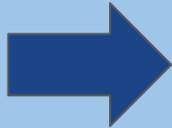
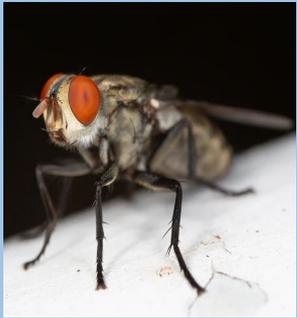
The process relies on...

- Positive talk
- Strength based lens
- Teachers talk about their colleagues by their strengths



The invisible wall of a divided staff crumbled.

Initial Hope



AND...

Improved individual efficacy

Improved collective efficacy

Improved culture

Teacher development thrives in a positive, supportive school culture.

Instructional rounds, set up to promote positivity, will grow your school culture. Honor the interdependence of these two ideas at all times.

Performance increases when an individual's strengths, rather than their weaknesses are emphasized.

You will leverage greater gains using only strengths.

Self-reflection followed by professional dialogue supports learning and growth.

Embed both reflection and dialogue into your practice.

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Ask Me Questions...

