

500 CLASSROOMS

A NO-EXCUSES WALKTHROUGH PLAN

JUSTIN BAEDER, PHD



Essential Question



How can I get past the barriers, and start getting into classrooms every day so I can talk with teachers about their practice?

Theory of Action for Instructional Leadership



Confidently get into three classrooms every day



Have feedback conversations that change teacher practice

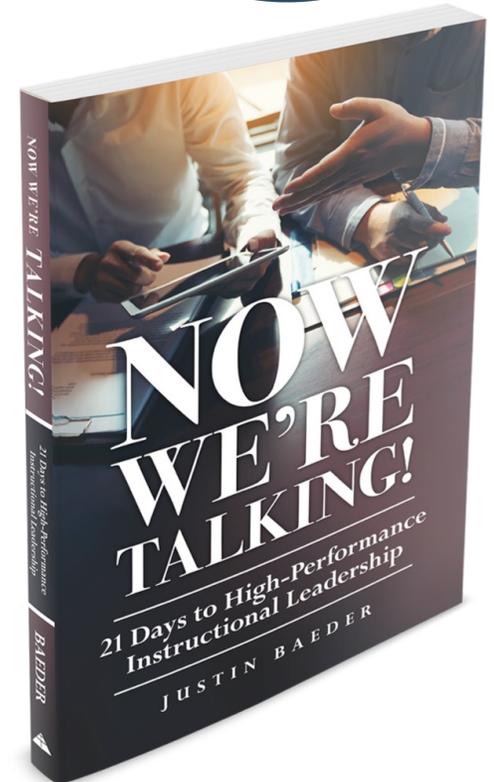
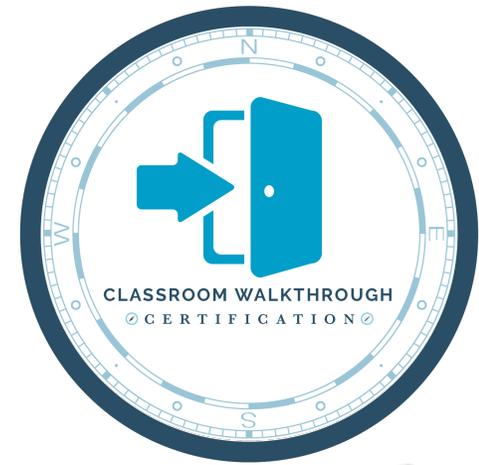


Discover your best opportunities for school improvement

500

The Plan: 500 Visits a Year

- 3 visits a day, ~10 minutes each
- Brief conversation afterward
- Every teacher every ~2 weeks
- 18 visits per teacher per year
- Consistent rotation
- Cluster by team/department/grade



What We'll Explore



- Why overcomplicated walkthrough processes are so common, and how to pare back to the essentials
- How to differentiate your approach for each teacher based on their skills and needs
- Why typical walkthroughs are miserable for everyone—and the changes that make them fun and professionally rewarding
- How to keep up with the other essential work that demands your time, but still visit classrooms daily
- One tool you should stop using immediately, because it ruins professional interactions with teachers

Thought Leaders & Research



Where do traditional walkthrough practices come from?

Charlotte Danielson?



Gloria Ladson-Billings?



Robert Marzano?



Pedro Noguera?



John Hattie?



None of the Above!



Traditional walkthrough practices come from

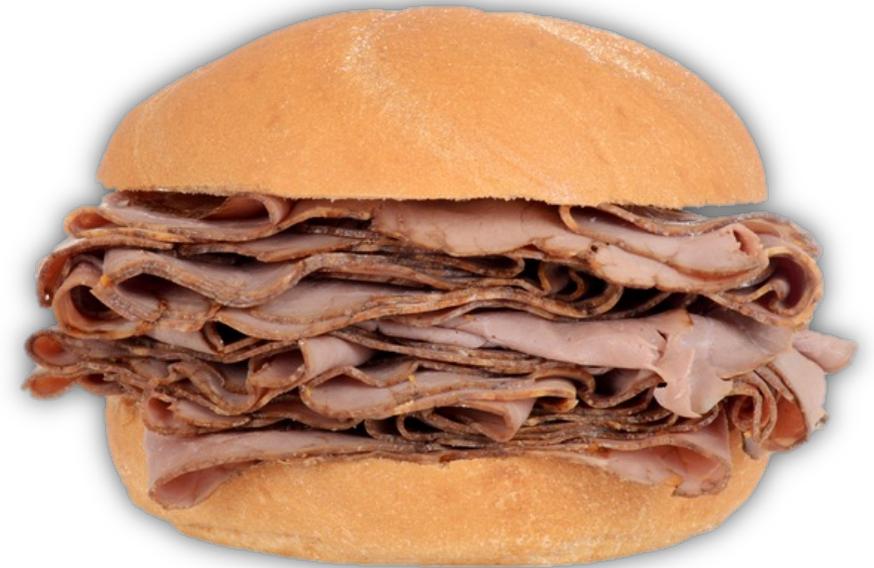
nowhere.

They are not based on *any* research.



Practices From Nowhere

- Walkthrough forms
- Feedback sandwiches
- Fake Feedback Game





Forms as Blinders



walkthrough form



ELD Coach Learning Walkthrough Observation Form

Date: _____

Number of classrooms observed: _____ Length of time spent in session: _____

Teacher of ELL students observed: _____ Date of Day: AM PM

Focus of Walkthrough: _____

Look For:	Grade 1-2	Grade 3-5	Grade 6-8	Grade 9-12
Student Entry/Exit				
Classroom Management				
Instructional Practices				
Assessment				
Language Acquisition				

SEI Walkthrough Observation Form by ...
teacherspayteachers.com

Classroom Walk-through Form

Teacher: _____

Observer: _____

Date: _____

Observation Category	Yes	No	Comments
1. Instructional Practices			
2. Classroom Management			
3. Assessment			
4. Language Acquisition			

Walk-through Form by Cl...
teacherspayteachers.com

TEACHER FEEDBACK FORM (CONT.)

Teacher Name: _____

Observer Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Instructional Coaching ...
pinterest.com

Ladder Walk-Through Guide

UNIVERSITY CENTER OF BETTER CLASS PRACTICES

Observer Name: _____

Teacher Name: _____

Date: _____

Category	Yes	No	Comments
1. Instructional Practices			
2. Classroom Management			
3. Assessment			
4. Language Acquisition			

Printable Rental Inspectio...
pdffiller.com

Walkthrough Form

Teacher Name: _____

Observer Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Principal Walkthrough F...
teacherspayteachers.com

MOVE-IN/MOVE-OUT WALK-THROUGH CHECKLIST

Observer Name: _____

Teacher Name: _____

Date: _____

Category	Yes	No	Comments
1. Instructional Practices			
2. Classroom Management			
3. Assessment			
4. Language Acquisition			

Move-In/Move-Out Walk-...
pinterest.com

H.E.A.T. Walkthrough Form

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

H.E.A.T. ESL WALKTHR...
pdffiller.com

This is a Walkthrough Form

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Class...
jotfo

H.E.A.T. (Danielson) Walkthrough Form

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

danielson walkthrough ...
classroom-weekly-report...

Observing Features of Effective Instruction

Feature	Yes	No	Comments
1. Instructional Practices			
2. Classroom Management			
3. Assessment			
4. Language Acquisition			

Instructional Walkthrough...
buildingrti.utexas.org

TPSS TAP Aligned Classroom Walkthrough Form B

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

TPSS TAP Aligned Clas...
yumpu.com

checklist for observing tea...

Category	Yes	No	Comments
1. Instructional Practices			
2. Classroom Management			
3. Assessment			
4. Language Acquisition			

checklist for observing tea...
pinterest.com

3 Minute Focused Instructiona...

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

3 Minute Focused Instructiona...
educatorscaravan.com

TECHNOLOGY TOOLS AID WALK-THROUGH FORMS

The Administrative Observer

Classroom walk-through-form

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

The Three-Minute Classroom Walk-Through...
slideplayer.com

Differentiated Instruction Checklist

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Instructional Walkthrough...
buildingrti.utexas.org

Condition of Essential Property Assessment and Review Form

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

3-MINUTE CLASSROOM WALK-THROUGH

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Informal Walkthrough Observation

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

WPHS Quick Walkthrough

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Scholarship Application Form

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

Google Forms Walk-through Observations

Observer Name: _____

Teacher Name: _____

Date: _____

Classroom: _____

Grade: _____

Subject: _____

Time of Day: _____

Observer's Comments:

Teacher's Response:

blog.mariventurino.com

@MsVenturino

CE-DRIVEN WALKTHROUGH FIGATION

The "Feedback Sandwich"



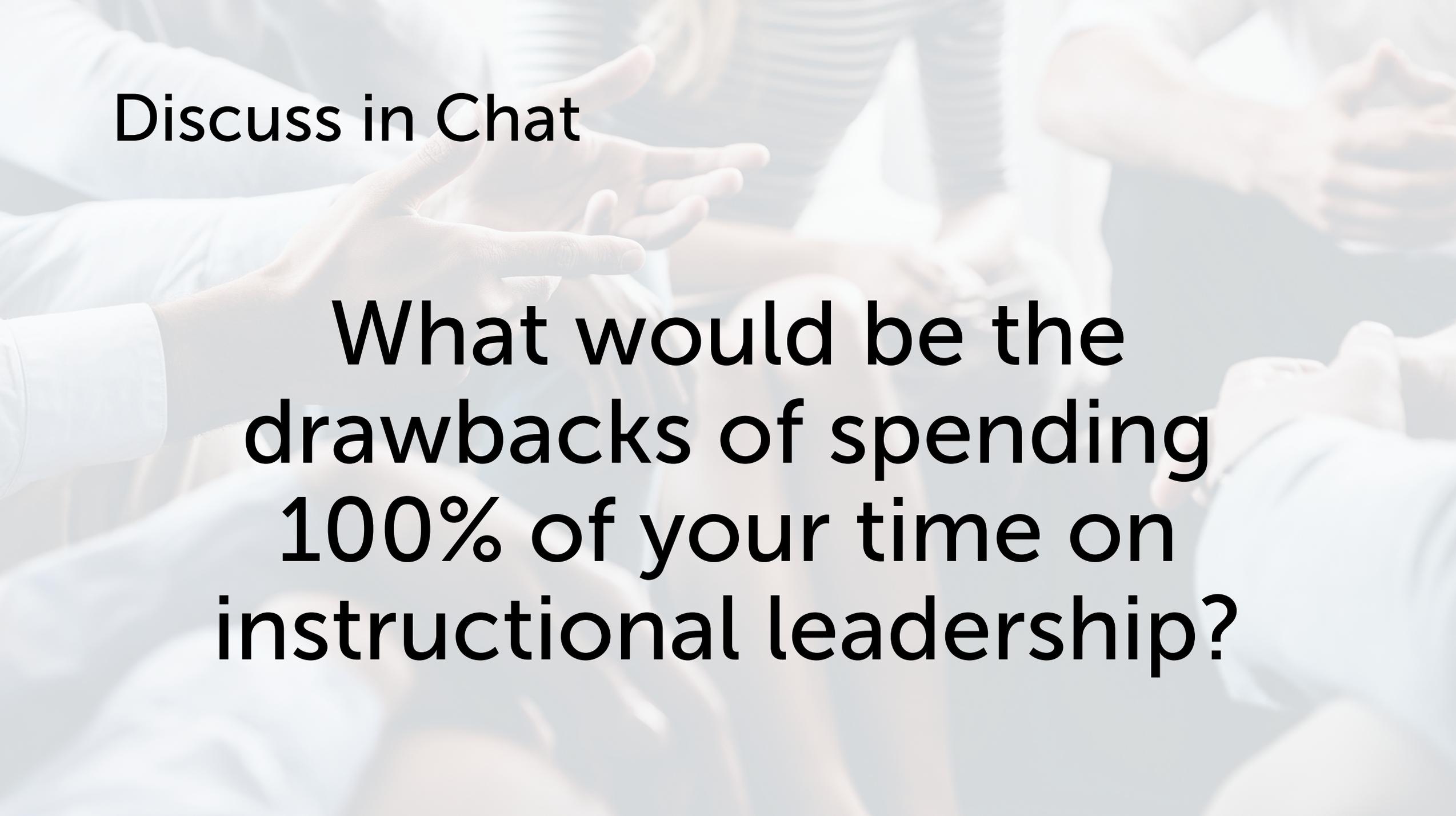
- Compliment #1
- Suggestion
- Compliment #2



A Misleading Ideal



“I should spend 100% of my time on instructional leadership”



Discuss in Chat

**What would be the
drawbacks of spending
100% of your time on
instructional leadership?**

A Definition



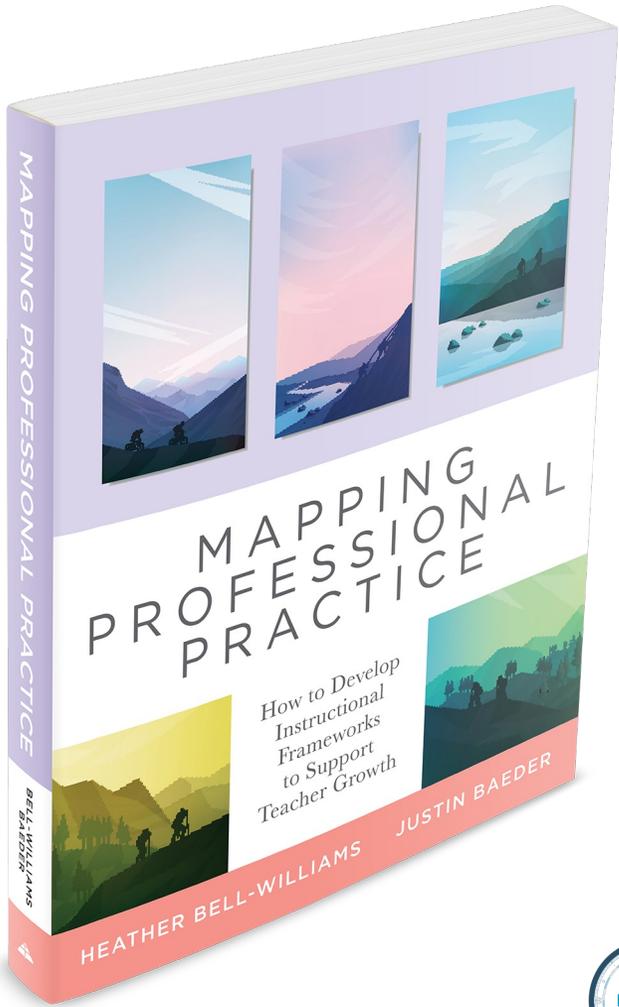
Instructional leadership is the practice of making and implementing *operational* and *improvement* decisions in the service of student learning.

This Is Instructional Leadership



- Setting up professional development
- Ordering materials for teachers
- Dealing with disruptive behavior
- Keeping the facilities in good working order

Too Much of a Good Thing?



Total Time Commitment



3 classroom walkthroughs per day

5-15 minutes per visit

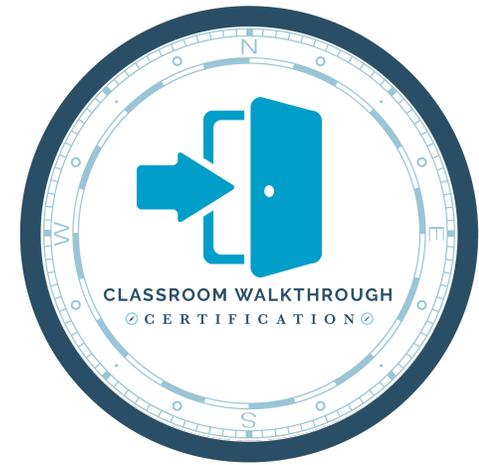
15-45 minutes total time commitment

Guilt



- Never feel guilty about doing what needs to be done for your school
- You are needed for many urgent and important types of work other than walkthroughs
- Let the past stay in the past

The Fake Feedback Game Ritual



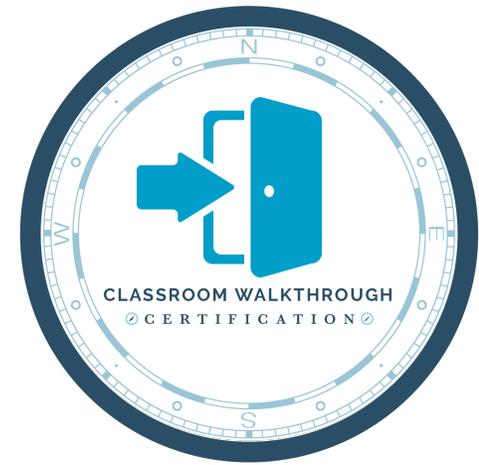
- Leader gives a “feedback sandwich”
- Teacher pretends to appreciate it
- Both pretend it was time well spent

Why Is This Unpleasant?



- Finding fault in practice
- Admitting fault in practice
- Committing to fixing everything immediately

Conversations Are Pleasant



- Talking about practice in a neutral-to-positive way is almost always enjoyable
- Conversation is how we identify and commit to changes
- It's how we make sense of practice together

The Iceberg of Practice

10% visible

“above the surface”

90% hidden

“beneath the surface”



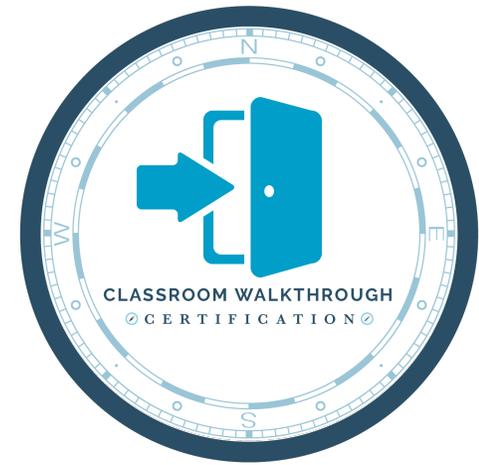
Overcomplicated Processes



- Multiple purposes and goals from multiple stakeholders
- Multiple schools of thought about walkthroughs
- Repeatedly combining different approaches into a single process for “simplicity”



What Is The Essence?



Evidence-driven, open-ended,
criterion-referenced feedback
conversations with teachers



Three Factors



- Shared criteria for professional practice
- Established evidence
- Authentic conversation

External & Internal Barriers



External

- Other work
- Interruptions
- Teacher resistance

Internal

- Nitpicking
- Confrontation
- Pandora's box

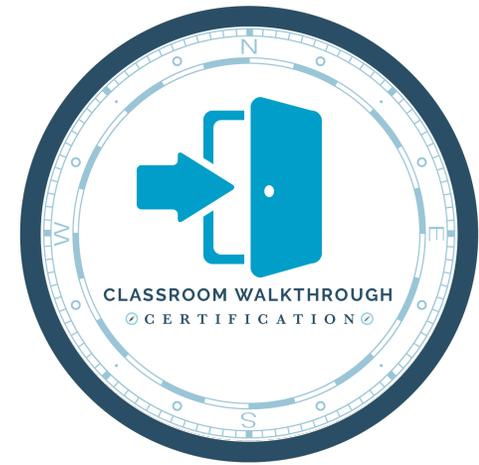


Barrier #1



*"If I see something sub-par,
I'll have to fix it."*

Barrier #2



"I need to have the expertise to tell every teacher how to improve."

Barrier #3



“Getting into classrooms will make me ‘own’ teacher growth.”



L1
PA UPRIGHT

The Medical Model

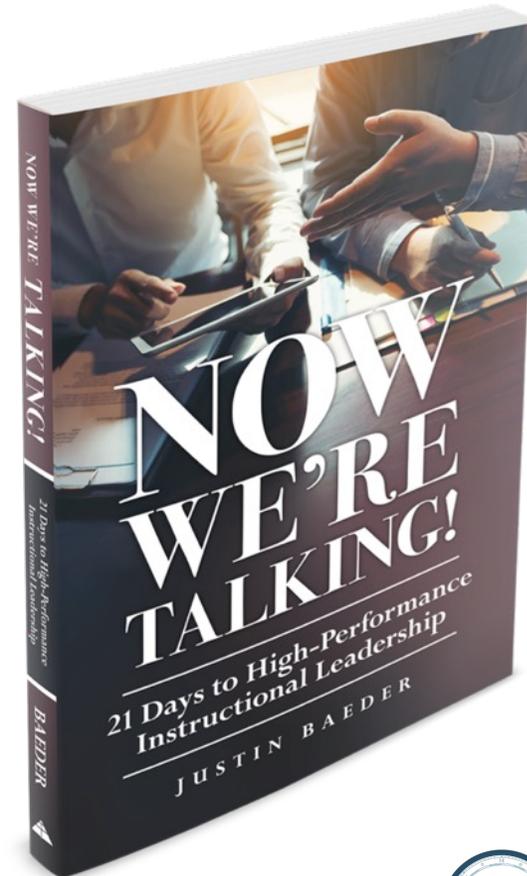


- Presumes something is wrong
- Treats the instructional leader as the expert
- Reduces the teacher's role to compliance with leader's directives



KEYS TO SUSTAINABLE IMPACT

1. Frequent
2. Brief
3. Substantive
4. Open-Ended
5. Evidence-Based
6. Criterion-Referenced
7. Conversation-Oriented



EVIDENCE-DRIVEN
CLASSROOM WALKTHROUGH
CERTIFICATION

Observability Bias



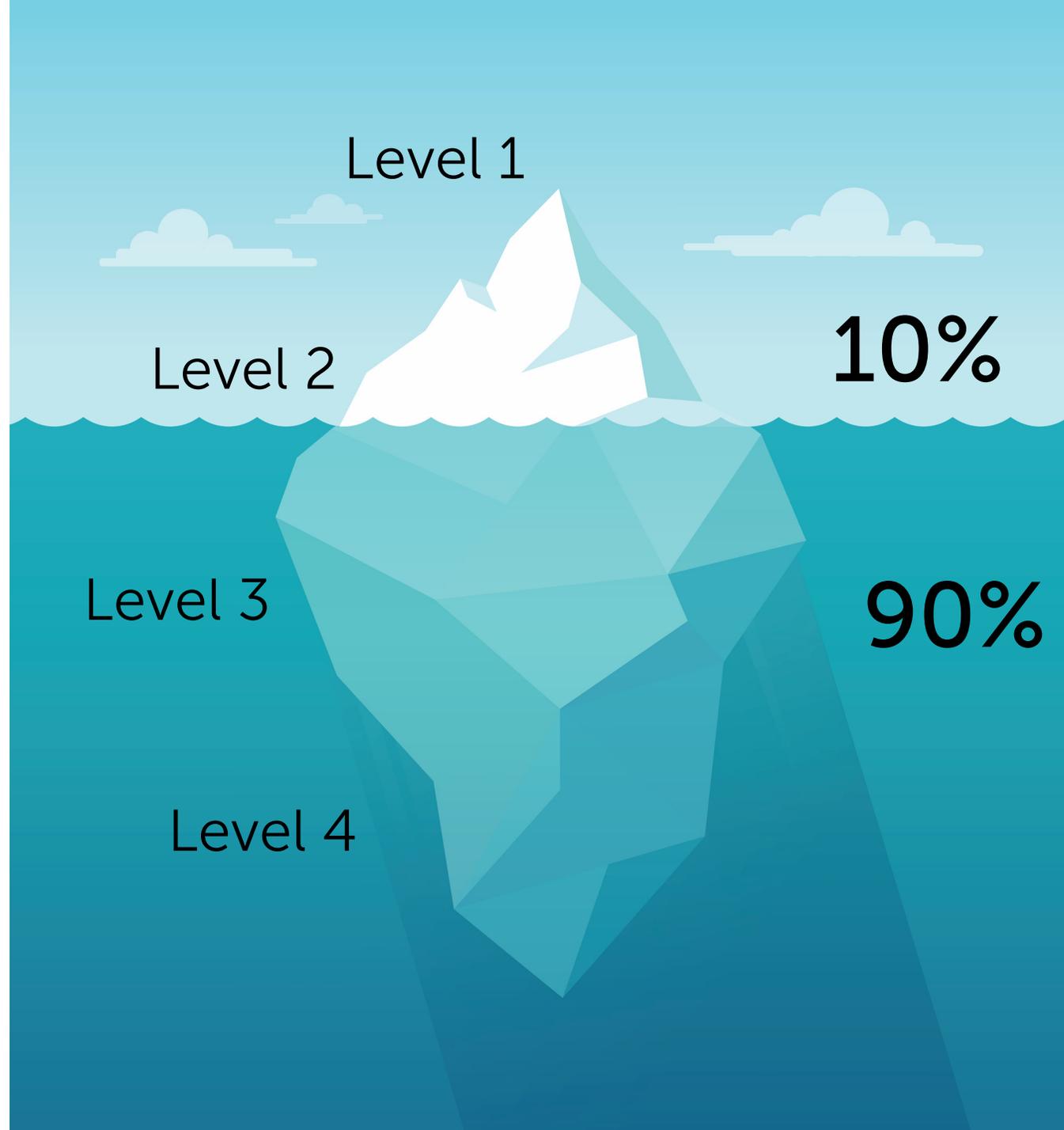
Observability bias is the tendency of instructional leaders to focus on what is easiest for them to observe, rather than the key decisions teachers are making.

—*Mapping Professional Practice*, p. 18

The Iceberg



- Teacher practice does have visible elements
- Most is invisible thinking and professional judgment
- Lower levels of fluency are more observable
- Level 3-4 nuances are harder to observe



Ask A Different Question



Not *“What does it look like?”*

But *“What does it feel like?”*

Evidence-Driven Questions



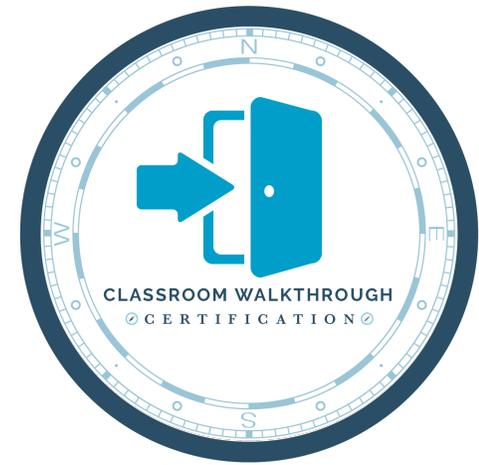
10 Questions for Better Feedback On Teaching

1. **Context:** I noticed that you []...could you talk to me about how that fits within this lesson or unit?
2. **Perception:** Here's what I saw students []...what were you thinking was happening at that time?
3. **Interpretation:** At one point in the lesson, it seemed like [] ...What was your take?
4. **Decision:** Tell me about when you [] ...what went into that choice?
5. **Comparison:** I noticed that students [] ...how did that compare with what you had expected to happen when you planned the lesson?
6. **Antecedent:** I noticed that [] ...could you tell me about what led up to that, perhaps in an earlier lesson?
7. **Adjustment:** I saw that [] ...what did you think of that, and what do you plan to do tomorrow?
8. **Intuition:** I noticed that [] ...how did you feel about how that went?
9. **Alignment:** I noticed that [] ...what links do you see to our instructional framework?
10. **Impact:** What effect did you think it had when you [] ?



“How...” Questions

- “Talk to me about how you...”
- “So how are you thinking you’ll...”
- “How are students...”

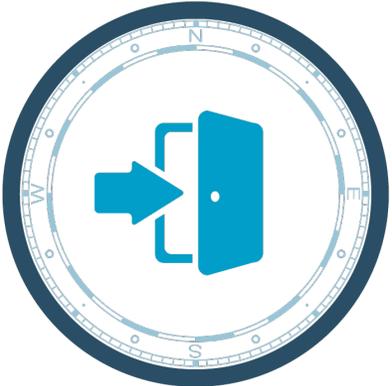


Where To Go With This



- Let go of the myths, guilt, and false ideals
- Commit to a simple, sustainable process
- Expect imperfection, but keep going
- Make it enjoyable for all

An Invitation



EVIDENCE-DRIVEN

CLASSROOM WALKTHROUGH

CERTIFICATION



Module By Module



1. Evidence-Driven Classroom Walkthroughs
2. Productivity Systems for Confidently Getting Into Classrooms Every Day
3. Evidence-Driven Feedback Conversations for Changing Teacher Practice
4. Discovering Your Best Opportunities for School Improvement

An Invitation



- *Now We're Talking! 21 Days to High-Performance Instructional Leadership* hardcopy book—\$35.95
- Unabridged *Now We're Talking* Audiobook—\$19.95
- Repertoire + Instructional Leadership Association membership for a year—\$999
- Evidence-Driven Classroom Walkthrough Certification Program—\$1,999 for lifetime access

Save 50% with code "500"



ORDER SUMMARY

Item	Price	Total
Evidence-Driven Classroom Walkthrough Certification	\$1,999.00	\$1,999.00
Repertoire + Instructional Leadership Association Membership	\$0.00	\$0.00
Coupon Code	500 ✓	
Coupon: 50% Off Classroom Walkthrough Certification		-\$999.50
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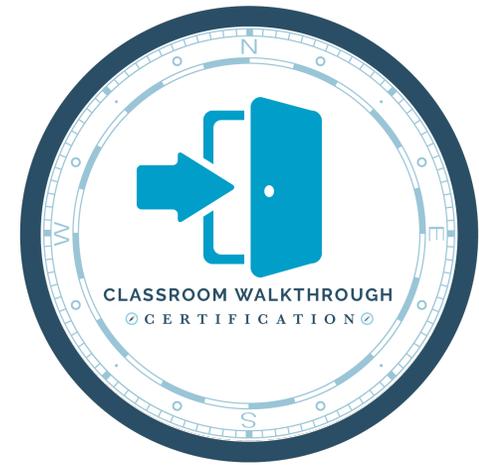


Coupon Code: 500



- 50% off entire program
- Pay via credit card or purchase order
- Request a quote for 2+
- Replay: watch for personal coupon

Q&A



Ask me anything about classroom walkthroughs, instructional leadership, or the Certification program