Eyes on Instruction
A Collegial Learning Opportunity
What is Eyes on Instruction?

Eyes on Instruction is an opportunity for teachers from different schools to visit one another’s classrooms, share ideas, and talk about teaching and learning.
Connecting teachers to:

- other teachers
- best practices
- curriculum
- SHARED IDEAS
The History...

- 3 brand new elementary principals from Hanover County attended a national conference in 2007 and heard principals from Edmonton, Canada talk about a program called “Instructional Talk Throughs”.
- The elementary level “Eyes on Instruction” program began in 2007-2008 with three elementary schools.
- The program continued for the next 7 or 8 years involving many of the other elementary schools in Hanover County.
- High schools implemented Eyes on Instruction in 2014-2015, and this program is currently in its second year at this level.
How does Eyes on Instruction Work?

Fall - a “kick-off” meeting to orient new participants and plan for the year.

School visits occur throughout year:
- Schools A, B and C visit school D.
- Schools B, C and D visit school A.
- Schools C, D and A visit school B.
- Schools D, A and B visit school C.

March/April: Conduct survey and hold closing meeting.
What key decisions have to be made ahead of time?

- Evaluative?
- Focus of visits?
- Facilitators?
- Schedule of visits and meetings?
- Format of visits?
Who participates in Eyes on Instruction?

- A cross section of teachers from different grade levels and departments. In HCPS, we typically had 6-7 from each school.
- Don’t forget special education teachers, resource teachers, and elective teachers.
- Typically not a program for weak, struggling teachers.
- Typically not a program for new teachers.
- Not a program just for the strongest teachers.
- Be selective with the teachers for a first year program.
What do you do at the opening meeting?

- Share leadership with facilitators.
- Get to know each other!
- Share foundational information about the program - what to expect?
- Notebooks
- Focus areas for observations.
What does an Eyes on Instruction visit look like?

Typically:
- Brief meeting upon arrival.
- Classroom visits in the morning.
- Lunch
- Individual reflections (journaling…)
- Reflective Conversations

Schedules vary between schools!
## Elementary Visit

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:45-8:15</td>
<td>Introductions/Overview of Day</td>
</tr>
<tr>
<td>8:15-8:45</td>
<td>1st Classroom Visit</td>
</tr>
<tr>
<td>8:50-9:20</td>
<td>2nd Classroom Visit</td>
</tr>
<tr>
<td>9:25-9:55</td>
<td>3rd Classroom Visit</td>
</tr>
<tr>
<td>10:00-10:30</td>
<td>4th Classroom Visit</td>
</tr>
<tr>
<td>10:35-11:05</td>
<td>5th Classroom Visit</td>
</tr>
<tr>
<td>11:10-11:40</td>
<td>6th Classroom Visit</td>
</tr>
<tr>
<td>11:45-12:15</td>
<td>7th Classroom Visit</td>
</tr>
<tr>
<td>12:15-12:45</td>
<td>Lunch</td>
</tr>
<tr>
<td>12:45-1:15</td>
<td>Self-Assessment Completion</td>
</tr>
<tr>
<td>1:15-2:30</td>
<td>Reflective Conversations</td>
</tr>
</tbody>
</table>

The Principal of the host school will join the reflective conversation for the last 15 minutes.

## High School Visit

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:15 – 8:30</td>
<td>Check-in - faculty dining room</td>
</tr>
<tr>
<td>8:30 – 1:00</td>
<td>Observe in classrooms</td>
</tr>
<tr>
<td>1:00 – 1:45</td>
<td>LUNCH in Faculty Dining Room</td>
</tr>
<tr>
<td>1:45 – 3:00</td>
<td>Discussion</td>
</tr>
</tbody>
</table>
What are reflective conversations?

- This is where everything comes together!
- Find a mechanism for teachers to reflect individually first. (Give to them before observations.)
- Find a way to start the conversation, but then watch it develop naturally.
- This is where the teachers connect, ask questions, share ideas, compare their practice with that of other teachers...
- Facilitator's role.
Tips for successful school visits.

- Flexibility
- Take care of the basics - maps, where to park, bell schedules, teacher/class schedule, base for the day…
- “Open Doors” or “Do Not Enter”
- Remind teachers to have extra handouts for visiting teachers
Facilitators are the Heroes!

- Keep principals and faculties informed.
- Plan schedules.
- Arrange for subs.
- Logistics, logistics, logistics...
- Facilitate group conversations.
- Arrange lunch and snacks.
- Conduct end of year survey.
What does the closing meeting look like?

Everybody together one last time!
Share survey data.
Individual school meetings with principal.

Dinner (or not).

Solidify relationships.
Solicit ideas for future years.

Celebrate!!!!
Why do Eyes on Instruction?

Eyes on Instruction is an opportunity for teachers from different schools to visit one another’s classrooms, share ideas, and talk about teaching and learning.

- Develops teachers as professionals.
- Enhances instructional opportunities for kids.
- Builds relationships between schools.
- Validate and celebrate your school!
What do the teacher participants say?
Survey Results

To what degree did the classroom observation process positively impact classroom instruction?
Survey Results

To what degree will you continue to network with other teachers in this group?
Survey Results

To what degree have you implemented new instructional strategies as a result of this program?
instructional impact!!
Questions?

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Hanover County Public Schools
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