

INDUCTION
INSTRUCTIONAL LEADERSHIP
PROGRAMME

5 October 2020

BACKGROUND AND RATIONALE

Process of Induction at COSAT

Impact of lockdown

Support and show care to
new teachers



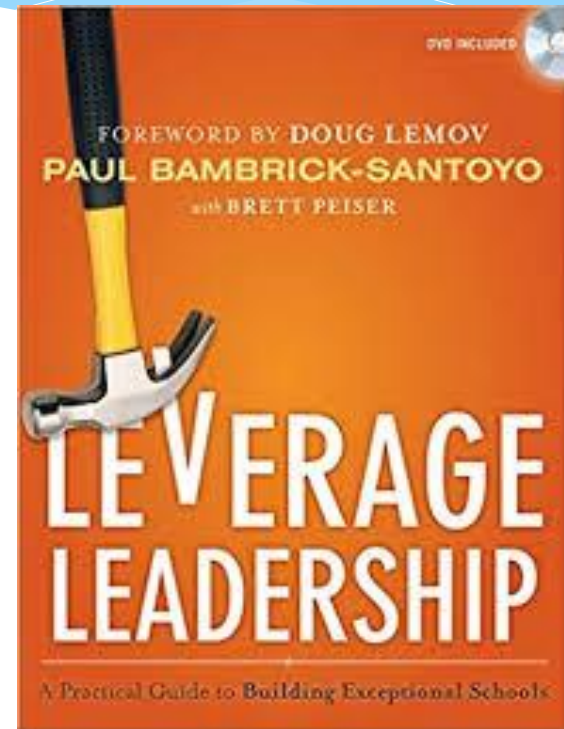
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INSTRUCTIONAL LEADERSHIP

- * Dedicated to the professional development of teachers to ensure that quality instruction takes place effectively.
- * Become part of the culture of the school
- * Discussions and feedback held regularly and strategies designed collaboratively
- * Speed up professional development and growth in teachers

IMPLEMENTATION

- * Approach based on the book “*Leverage Leadership*” by Paul Bambrick-Santoyo in which he explains how to use the 7 levers to improve schools’ performance. The levers are:
- * Data Driven Instruction
- * Observation and Feedback
- * Planning
- * Professional Development
- * Student Culture
- * Staff Culture
- * Managing school leadership teams



PLAN FOR CHANGE

- * COSAT has been focusing on all the above for many years, but only superficially.

- * Need for a change in culture

- * Limitations: No or little free time for teachers and instructional leader

Solution: Maximum 1 hour per week spent on PD

- * Participation in discussions and input valued

- * Focus on Data Driven Instruction and Observation and Feedback initially

DATA DRIVEN INSTRUCTION

Data should inform our teaching

Observation and what to look out for

Rigour: high standards for academic achievement and how to achieve those by asking the correct questions

Assessment: Assessments should mirror the high standards that we want our learners to achieve

Analysis: where students are struggling and why

Action: Implement teaching plans to respond to the analysis


Systems: Create systems, procedures and structures to ensure continual DDI (Culture)

OBSERVATION AND FEEDBACK

- * 10 minute classroom observation
- * 20-30 minute feedback session
- * Reflection on lesson, precise praise
- * Areas for improvement
- * “Teachers are like tennis players: they develop most quickly when they receive frequent feedback and opportunities to practice” Paul Bambrick-Santoyo

Methodology

- * Short sessions
- * One main idea/concept/technique per session
- * Teachers do most of the talking and discussing
- * Process driven
- * Role play
- * Guided by needs of teachers



* Effective instruction is not about whether we taught it. It's about whether the students learned it.”
Paul Bambrick-Santoyo

Thank you