

# Power Walkthrough

Millburn District 24

November 7<sup>th</sup>, 2011

BOE Committee of the Whole



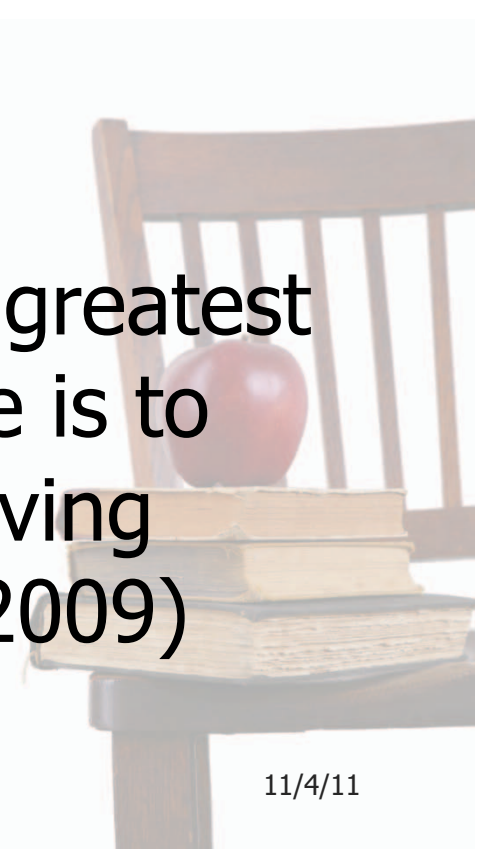
# Agenda

- 🍎 History/Background
- 🍎 Introducing Power Walkthrough
- 🍎 Overview of Instructional Strategies
- 🍎 Teacher Expectations
- 🍎 Summary
- 🍎 Questions



# Research

- 🍎 Research tells us that the role of the teacher is the single greatest factor on student learning. (Sanders, et al)
- 🍎 Research also tells that one of the greatest factors central office can contribute is to maintain a singular focus on improving instruction (Marzano and Waters, 2009)

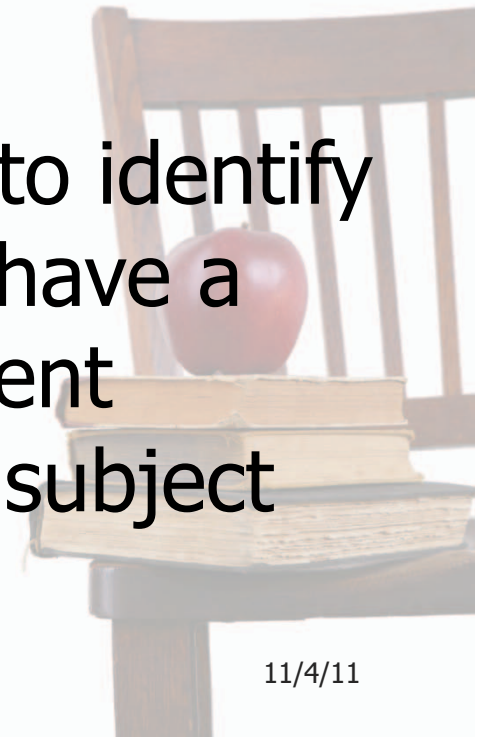


# We Know . . .

- 🍎 Student achievement will not improve unless teaching improves
- 🍎 Teachers working alone without feedback will not be able to improve no matter how much professional development they receive
- 🍎 We need to create a system of continuous improvement of instruction, professional development, and feedback

# Who is McREL?

- 🍎 Midcontinent Research for Education and Learning
- 🍎 Analyzed selected research studies on instructional strategies that could be used by teachers in K-12 classrooms
- 🍎 Primary Goal of McREL study was to identify those instructional strategies that have a high probability of enhancing student achievement for all students in all subject areas at all grade levels



# Power Walkthrough Process

- 🍎 The Power Walkthrough process uses McREL's research as its foundation
- 🍎 The Power Walkthrough process simply put is:
  - Collecting Data
  - Analyzing Data
  - Planning Staff Development
  - Increasing Student Achievement



# What is a Power Walkthrough?

- 🍎 Power Walkthroughs help turn brief classroom observations into real opportunities for coaching teachers to higher levels of performance
- 🍎 Power Walkthroughs guide staff development efforts
- 🍎 A Walkthrough is a brief observation
- 🍎 A walkthrough is NOT:
  - Evaluative
  - Lengthy
  - Short-term



# Where Are We This Year?

- 🍎 11/12 is a learning year for everyone
- 🍎 We will learn the strategies we will be looking for during a Walkthrough
  - You may already be successfully implementing many strategies we will outline later
- 🍎 We will learn how the 9 instructional strategies contribute to improved instruction and student achievement
- 🍎 We will become more comfortable with the actual walkthrough process







# Identifying Similarities and Differences

care and attention  
function and efficiency  
cost and performance  
feature and design  
color and texture  
material and quality  
shape and form























# Impact of Strategies

So, what does this mean?

For example, an average student who was exposed to higher-level questioning strategies scored 0.73 standard deviations above the scores of the average student who was not exposed to higher-level questioning strategies

This translates to a percentile gain of about 27 points (using a statistical conversion table)





# What We Need to Find Out . . .

- 🍎 Are we using the appropriate strategies for different types of lessons or parts of lessons?
- 🍎 Are we using these strategies at a sufficient level of implementation to raise student achievement?



# The Walkthrough Process

- 🍎 A team of administrators select and visit several classrooms and observe for 3-5 minutes
- 🍎 Each administrator will complete the walkthrough template for each classroom observed
- 🍎 The team will upload the data and then spend 20 minutes discussing the observations





# Teacher Feedback

- 🍎 Teachers will not receive any immediate feedback regarding an observation in their classroom
- 🍎 Teachers will receive feedback on collective data that reflects the status of the district or each building individually
- 🍎 For the first year feedback will be shared collectively, in subsequent years feedback may be shared by grade level or by individual teacher

# Teacher Evaluations?

- 🍎 This process may very well be part of the evaluation process, but we just don't know yet
- 🍎 Walkthroughs will give us opportunities to identify strengths and weaknesses in our instructional program so that we can continue to work on improving student achievement



# Teacher Evaluations?

- 🍎 As we all know, the state is changing the evaluation system for teachers
- 🍎 Teachers will have a major role in the development of Millburn's evaluation plan as soon as we have guidelines from the state




# So What Have We Learned?

- 🍎 Teachers are the most important part of student learning
- 🍎 We know that we have to work hard to continuously improve instruction
- 🍎 We know that Walkthroughs will be a part of our effort to improve instruction at Millburn
- 🍎 We know that the Walkthrough process is research based
- 🍎 We learned about 9 instructional strategies that have a high probability of enhancing student achievement

# So What Have We Learned?

- 🍎 We know that administrators will be visiting classrooms for 3-5 minute observations
- 🍎 We know that the data collected during these observations will be analyzed and shared periodically
- 🍎 We know that the goal is to use this data to plan staff development, improve instruction, and increase student achievement
- 🍎 We know that we are ALL in the learning phase of the Power Walkthrough Process

Most Importantly . . .

 **Don't Panic!**



11/4/11