

## HOPES AND FEARS

*Educational change depends on what teachers do and think: it's as simple and complex as that.*

– Michael Fullan, 2006

### **At the end of our first network workshop this is what we hoped and feared**

#### **FEARS**

*What is your greatest fear for our Instructional Rounds Initiative? If it's the worst experience you've ever had, what will have happened (or not happened)?*

Staff may see it as a negative experience – that there's something wrong with them

It won't result in a change in practice

We will devote a large amount of time for little outcome

Judging without meaning to

Difficult to get the process going

Sustaining the process

That I'll lose the members of my team

Lack of ownership

#### **HOPES**

*What is your greatest hope for our Instructional Rounds Initiative? If this is the best professional experience you've ever experienced, what will be the outcomes?*

Able to use the process to improve the whole school, not just one classroom

Improved student outcomes

Improve my own practice and the practice of others

Creating a culture where observation is seen as a positive

The process becomes embedded in school practice

Dynamic practice – action research – continually happening

Positive constructive dialogue

Feedback is constructive and leads to change

The network will be a supportive place

Will strengthen our team

Personal growth as a leader and teacher

Brings out value and strengthens positives

To give staff the opportunity to be the best they can be

We make a difference

*You don't improve schools by giving them bad news about performance. You improve schools by giving information about student learning, from multiple sources, to find the most promising instructional practices to work on, and then systematically developing with teachers and administrators the knowledge and skill necessary to solve those problems.*

–City et al, *Instructional Rounds*, 2009, p.9