

Blue Orange Professional Development: Rounds

Rounds Overview:

If you walk into any hospital, you will most likely see a group of doctors traveling together to a group of patients. The doctors observe each patient and then debrief as a group to determine next steps. This best practice in the medical profession can be applied to the teaching profession in a similar way. This year at North Central, we will be implementing a professional development program called “Rounds” based on peer observation, sharing of feedback, self-directed professional development, and working towards a common goal through a scientific inquiry process.

Groups of North Central teachers will form Rounds groups. Through observations and close analysis of data, teachers in each Rounds group will determine a common goal related to student achievement. They will then devise a scientific inquiry process through which they will gather data, experiment with instructional practices, and ultimately increase student achievement. Rounds groups will then observe one teacher in the group per week throughout the year. Observations will be focused on the group’s main inquiry or goal. Rounds groups will meet the majority of early dismissal Wednesdays during professional development time to debrief, discuss, encourage, inquire, and move forward with next steps. By implementing Rounds, we will revolutionize blue orange professional development.

Rounds will provide teachers with:

- Completely differentiated professional development
- Opportunities to be observed by colleagues and receive feedback for continual improvement
- Opportunities to observe colleagues and see best practices in action on a regular basis
- Mutual accountability and support from colleagues on group goals
- Space to conduct an instructional experiment using scientific inquiry
- Time to discuss instructional practices with a group of like-minded colleagues

Rounds Groups:

- Middle School: In grades 6 - 8, Rounds groups will be grade-level based. For example, all sixth grade teachers will be members of the same Rounds group. This will allow the grade level to work towards a common goal connecting to student achievement. Group membership will remain constant throughout the year.
- High School: In grades 9 – 12, Rounds groups will be content based. For example, all high school math teachers will be members of the same Rounds group. This will allow content teams to work towards vertical alignment and articulation of best practices for college readiness. Group membership will remain constant throughout the year.
- Electives/Spanish: Spanish teachers that normally attend a middle school grade level meeting will participate in Rounds with that group. High school electives and Spanish teachers will attend the following Rounds groups:
 - Electives Round: Craig, Abraham, Kevin, Manny, Blair, and Tyler
 - High School English Round: AP and pre-AP Spanish teachers

Rounds Roles:

- Rounds Facilitators: One teacher in each Rounds group will serve as the “Rounds Facilitator”. This facilitator will help lead Rounds meetings. The Rounds facilitator will be the main liaison between the instructional team and Rounds groups.
- Rounds Members: All teachers in a Rounds group will be Rounds members. Members will be engaged in observations and discussions of best practices. Members will be open-minded and flexible as they give and receive feedback. All Rounds members will be invested in the group’s chosen inquiry and goal.
- Administrators: The YES North Central instructional team will facilitate Rounds as a whole. Michelle and Erin will meet with Rounds facilitators on a regular basis to facilitate communication, deliverables, and logistics. All school administrators will fully participate in a Rounds group.



Year Long Overview:

1st six weeks	<ul style="list-style-type: none"> • Building trust in Rounds groups • General observations: looking for trends and trouble
2nd six weeks	<ul style="list-style-type: none"> • Designing an experimental plan using the scientific method • Continue general observations or begin focused observations
3rd six weeks	<ul style="list-style-type: none"> • Focused observations and debriefs • Self-selected professional development • Analysis of student work • Discussion of progress in scientific inquiry
4th six weeks	<ul style="list-style-type: none"> • Focused observations and debriefs • Self-selected professional development • Analysis of student work • Discussion of progress in scientific inquiry
5th six weeks	<ul style="list-style-type: none"> • Focused observations and debriefs • Self-selected professional development • Analysis of student work • Discussion of progress in scientific inquiry
6th six weeks	<ul style="list-style-type: none"> • Synthesis of discoveries • Presentations to staff

Repeating Six Week Structure:

Meeting 1: Week 1	<p>All-Staff PD Session</p> <ul style="list-style-type: none"> • Logistical meeting • Focus for the six week session • Debriefing / Sharing / Q&A around Rounds issues <p>Short Rounds Meeting</p> <ul style="list-style-type: none"> • Pre-observation discussion
Meeting 2: Week 3	<p>Rounds Meeting</p> <ul style="list-style-type: none"> • Observation debriefing • Analysis of student work and other data • Scientific investigation progress and next steps • Pre-observation discussion
Meeting 3: Week 4	<p>Rounds Meeting</p> <ul style="list-style-type: none"> • Observation debriefing • Analysis of student work and other data • Scientific investigation progress and next steps • Pre-observation discussion
Meeting 4: Week 6 or Week 7	<p>Rounds Meeting</p> <ul style="list-style-type: none"> • Observation debriefing • Analysis of student work and other data • Scientific investigation progress and next steps • Pre-observation discussion

Rounds Meetings:

All Rounds meetings will take place during early dismissal Wednesday professional development time. Teachers will be expected to meet with their Rounds groups from 2:30 – 4:30 on these afternoons. Rounds meetings will follow a common meeting protocol. The protocol will ensure effective use of time, equity of voice among group members, and ease in sharing feedback. All meetings will be facilitated by the Rounds Facilitator. The general meeting structure will include observation debriefing from the previous week(s), analysis of student work, a discussion of the scientific investigation progress, and next steps including information on who will be observed next.

