



Wychwood School

## **LEARNING WALKS POLICY**

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**Review: March 2020**

**Date of Next Review: March 2022**

Learning walks may take place in order to collect evidence about teaching and learning, evidence of progress and areas for school development. They are intended to be developmental and constructive rather than judgemental and are a whole-school improvement activity. There will therefore, be no attempt to use this approach as part of capability procedures or for appraisal. Learning walks may be undertaken by any member(s) of SLT or the governing body. Learning walks are focused on the pupils, not the staff.

1. Staff will be informed of the date, time and focus of the learning walk and who will be conducting it, so that they can organise their classes accordingly. This should be a week ahead of the learning walk taking place.
2. The purpose or focus of a learning walk should be explained to all relevant staff prior to its commencement. That purpose or focus will not relate to the performance of an individual member of staff.
3. Learning walks will be conducted with minimum disruption to teachers and pupils.
4. Learning walks will be undertaken in a supportive and professional manner.
5. A maximum of two colleagues will be involved in learning walks at any time.
6. Pupils will not be asked for their views of an individual teacher during learning walks.
7. Those teachers whose classes are visited will be given the opportunity to see any written records which have been made during the learning walk.
8. There shall be no evaluation of an individual teacher during a learning walk and any note on pupils being observed during a learning walk does not constitute a lesson observation for a member of staff.
9. Regular reviews of the operation of learning walks will be held with all staff.
10. Any concerns about the implementation of this protocol should be raised initially by the individual teacher(s) concerned.
11. Examples of good practice observed during a learning walk may be photographed for evidence of the Independent Schools Inspectorate.