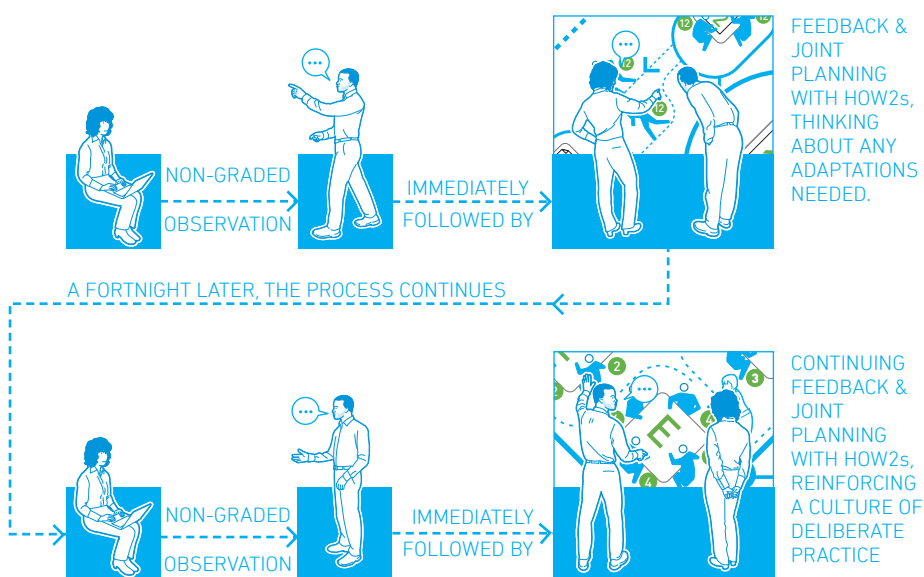


**H**arris Academy Rainham is developing its observation and coaching practices in tandem. By using the HOW2s as the hub, it is ensuring that both coaches and teachers have easy access to evidence-informed techniques. This helps forge a strong partnership approach to collegiate professional learning.

**DESIGNING AN OBSERVATION AND COACHING SYSTEM**

Moving away from infrequent, demoralising and ineffective graded observations, Harris Academy Rainham has completely changed its strategy. Now, all teachers have coaches and the emphasis is on a partnership approach to improvement. The observation/feedback sessions are fortnightly and build up a shared sense of achievement through the use of HOW2s to aid focus and guidance.



**THE HOW2 TEAM**

Here are the movers behind the HOW2 support of a strong coaching culture throughout the school.



**GARETH STANANOUGHT**

Principal, Gareth, retains his passion for T&L through working with Ian Harris, where he first encountered the HOW2s. He soon saw their potential as a hub for his CPD



**CHRISTINA HOLLAND**

Assistant principal, Christina, is responsible for setting up and ensuring the highly frequent observation/coaching sessions take place in a busy timetable.



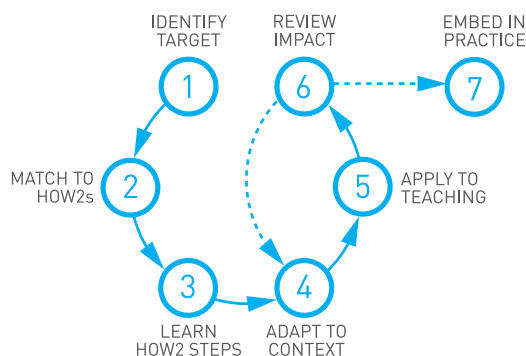
**HELEN BLAKE**

Lead practitioner and head of Geography, Helen is also taking an MEd in educational leadership.

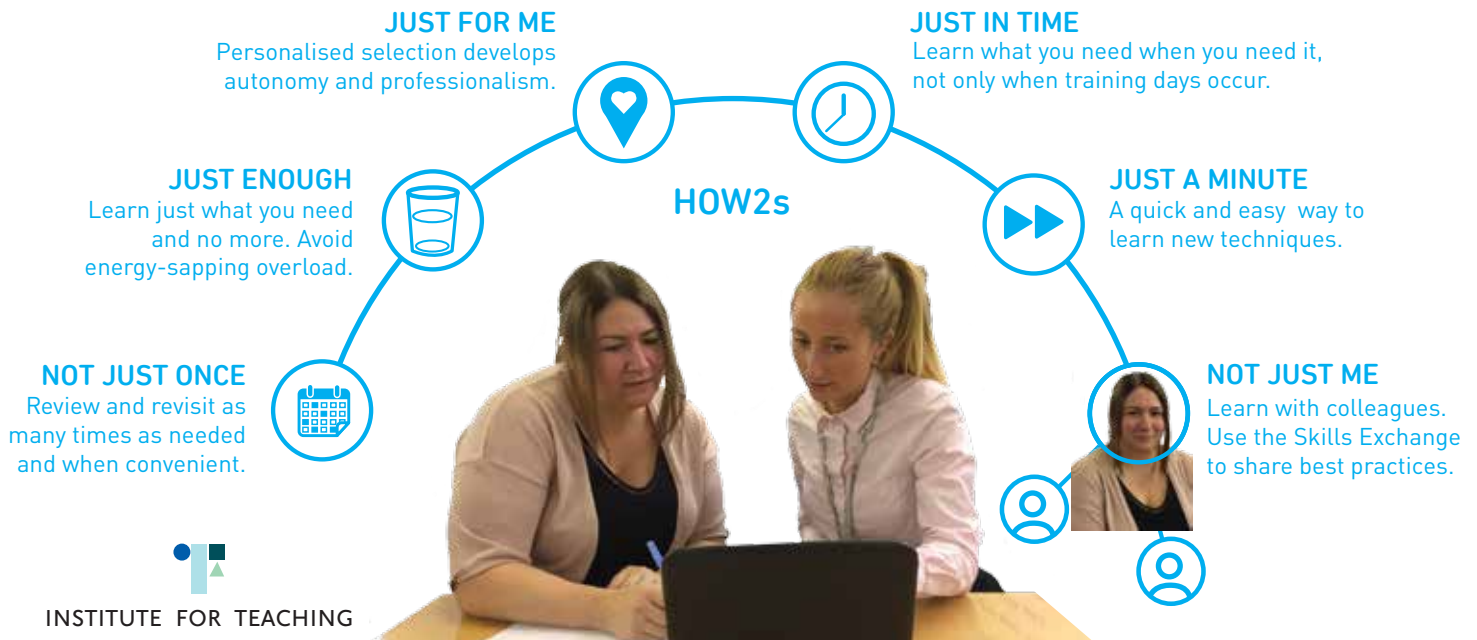
**THE HOW2 PROCESS**

Research on the best CPD, tells us that it should take place over time.

The HOW2s process is designed for such iterative reflection and planning. Follow the diagram opposite to see the feedback loop.



**OUR HOW2 COACHING 'BET'**  
ARTICULATING OUR DEVELOPMENT STRATEGY



**INSTITUTE FOR TEACHING**

IFT director, Matt Hood, tells us that:

- We all make bets, most of the time.
- When we make our best bets we're intentional and we're aligned as teams about our bets.
- Harris Academy Rainham is using HOW2s to help them make a strong bet with coaching.



If we want to raise professional satisfaction and deal with the teacher retention crises, then we will provide all teachers with personal coaching and equip them with easy access to the best of evidence-informed teaching techniques — the HOW2s.

CHRISTINA HOLLAND



A bet is another word for a theory-of-action, representing what the organisation is investing in for a set of specific outcomes.

**SO IF...**

**AND IF...**

**THEN...**

	Teachers optimise their CPD most fully when they own it	They make their own selection of HOW2 techniques to learn	We'll develop a powerful culture of professional learning
	Lessons are context-rich and difficult to identify pivotal points	HOW2 visual models clarify the underlying classroom 'tactics'	Teachers will develop the depth of their reflection and feedback
	Teachers often feel overwhelmed with advice and targets	Selected HOW2s help focus on one specific action to work on	Teachers will engage in deliberate practice, to embed new skills
	Teachers feel pressure by taking feedback personally	HOW2s direct attention to the teaching and not the teacher	Teachers will avoid stress by an objective focus on the teaching
	Research tells us the best CPD happens over time	HOW2s are designed around an iterative round of adaptations	Teachers will become resilient in their drive to improve
	Research tell us the best CPD is collaborative	The HOW2 Skills Exchange is designed for such collaboration	We'll make CPD both more satisfying and effective