

LOCAL NEGOTIATING COMMITTEE FOR TEACHERS

Sharing Class Room Experience – Advice to Schools

1. Introduction

- 1.1 The sharing of classroom experience is part of on-going professional development of Teachers, to identify good practice and encourage Teachers to develop their expertise and complement self evaluation.
- 1.2 The sharing of classroom experience is amongst those strategies used to develop and complement the teaching and learning process and may assist staff to evaluate the quality of their teaching.
- 1.3 Peer and management evaluation plays the major part in this process, where high quality professional interaction and dialogue between colleagues may lead to enhancement of the teaching and learning process.

2. Rationale

- 2.1 Sharing classroom experience can:
 - Help develop critical reflection
 - Encourage professional dialogue amongst colleagues
 - Allow dissemination of good practice
 - Encourage support strategies amongst colleagues
 - Be part of continuing professional development
 - Possibly provide additional support to individual teachers

3. Establishing Arrangements

- 3.1 Effective sharing of classroom experience, resulting in positive benefits to teachers and pupils, is most likely when:
 - Staff are fully consulted and involved in agreeing the arrangements for the process
 - All staff make a positive commitment to the process
 - There is an open and honest approach, based on mutual respect amongst colleagues

4. Key Principles

- 4.1 Arrangements for sharing classroom experience shall ensure that there is agreement on:
 - The nature of the process
 - The focus and purpose of the shared classroom experience
 - The roles and responsibilities of the participants

- The recording of any relevant information
- Adequate and appropriate time should be given for the whole process

5. Good Practice

5.1 Prior to sharing experience, the participants should discuss briefly:

- The focus of what is being shared and the intended outcomes
- The role of each participant
- Any relevant criteria to be used as a basis for discussion

5.2 During the sharing of experience, participants should:

- Keep the intended learning outcomes for the class and any agreed criteria in mind
- Where appropriate, be involved in the lesson

5.3 Prior to any feedback session, participants should:

- Consider the points they will share during the feedback

5.4 During the feedback session, participants should:

- Engage in an open and honest discussion about the shared experience
- Confirm shared evaluative judgements and recognise good practice
- Discuss any areas for development and where appropriate, agree on a plan of action

6. Record Keeping

6.1 The date of every shared experience should be noted. Any agreed focus, purpose and outcomes recorded, e.g. development requirements.

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18th April 2011