

# Activity 8: Teacher Team Reflection

<b>Purpose:</b>	Reflecting on past practice can help teachers gain insight into what was successful and how they can continue to strengthen their practice. In addition, reflecting as a team can serve to deprivatize practice and strengthen a culture of professional learning. This protocol guides teacher teams through reflecting on their individual growth and next steps and then identifying patterns across their team around areas of growth, areas for continued growth, and what future support-- including professional learning opportunities-- would be most beneficial. This protocol can serve as a part of or precursor to a formal professional learning needs assessment.
<b>Length of Time:</b>	60-90 minutes
<b>Materials:</b>	<ul style="list-style-type: none"> <li>• <a href="#">Teacher Self-Reflection Tool</a></li> <li>• Chart paper with four quadrants (See example 4 below)</li> </ul>
<b>Essential Questions:</b>	What future support, including professional learning opportunities, would be most beneficial for our team/school?

## Activity Steps:

- 1 Introduction and Framing (5 minutes):** Begin by sharing the purpose of the Teacher Team Reflection Protocol and how it fits into the context of your school. Additionally, remind participants that the goal is to reflect on their past experiences in the classroom and prepare for success in the future; that there are always strengths to sustain and areas for growth; and that this is an opportunity for them to consider what would be helpful to share with their teacher team and school community about their instructional practices.
- 2 Individual Reflection (20 minutes):** Decide on a period of time you would like teachers to consider in their reflection: it could be a grading period, a semester, or an academic year. Using the Teacher Self-Reflection Tool, invite teachers to individually reflect on their area(s) of growth, area(s) for continued growth, and what feedback and/or professional learning experience best supported their professional growth over this period of time and will continue to support their professional growth moving forward.
  - Note: If teachers already used this tool or a similar process to prepare for the Beginning of Year Conversations, this step could be shortened or skipped.

**3 Sharing Individual Reflections and Noting Patterns (30 minutes):** In teacher teams, take four rounds for each person to share their individual reflections.

- Round 1: Share one area of professional growth over this period and evidence of that growth.
- Round 2: Share one area for continued professional growth moving forward and the rationale for that area.
- Round 3: Share what feedback and/or professional learning experience best supported your professional growth.
- Round 4: Share what feedback and/or professional learning experience would best support your professional growth moving forward.

After each round, spend a few minutes discussing any patterns that emerged for the team and note those on a piece of chart paper labelled as follows:

<b>Area(s) of Growth</b>	<b>Area(s) for Continued Growth</b>
<b>Current Support</b>	<b>Future Support</b>

**4 Highlighting Patterns to Share with the School Community (5 minutes):** Identify two patterns that the team wants to share with the school community that will move the school’s work forward in supporting teachers’ professional growth. Also, discuss: how might these patterns help us think about how we use our time for professional learning moving forward? Chart ideas to share.

**5 (Optional) School-wide Sharing (30 minutes):** As a school community, post all the teams’ charts and ask everyone to do a gallery walk, noting school-wide trends on the team charts. Then, ask each team to share two patterns that will move their work forward.

## Suggested Next Steps:

**1** Engage in the *Handbook for Professional Learning* Activity #3: *Surfacing Needs and Ideas for Differentiated Professional Learning*.

**2** Engage in the School Reflection Protocol to reflect upon school-wide practice to plan for the current school year (downloadable at the NYCDOE Citywide Instructional Expectations page: <http://schools.nyc.gov/Academics/CommonCoreLibrary/About/InstructionalExpectations/default.htm>).