



## How Do We Ensure the Best Teaching for Our Pupils?

At DMS, we are committed to delivering the highest quality teaching for every pupil. Central to this commitment is our belief that every teacher should be a lead learner—constantly growing, reflecting, and striving to improve.

We model this mindset to our pupils by demonstrating that learning is a lifelong journey. Through regular self-reflection and professional development, our staff move from habitual practice—the routines we’re used to—towards intentional practice. This means being deliberate in our teaching choices, adapting our methods, and ensuring that every pupil receives the support they need to thrive as a learner.

This year, and over the next two years, our staff team will be focusing on instructional coaching through the online platform Steplab. Already used in over 5,000 schools across the UK, Steplab has shown outstanding results in improving teaching practice.

The programme is grounded in Rosenshine’s Principles of Instruction, breaking down effective teaching strategies into manageable, actionable steps. This approach helps our teachers build consistency across classrooms, giving pupils a more secure and predictable learning experience—no matter which teacher they have.

### What Does Instructional Coaching Look Like at DMS?



Instructional coaching at DMS is a collaborative and supportive process. Here are some examples of how it works in practice:

- **Weekly Coaching Conversations:** Teachers meet with a trained coach to reflect on a specific aspect of their teaching, such as questioning techniques or modelling strategies. Together, they identify a small, achievable goal to work on in the coming week.
- **Classroom Walkthroughs:** Coaches observe lessons and provide focused feedback on one area of practice, helping teachers refine their approach without feeling overwhelmed.
- **Video Reflection:** Teachers record short segments of their lessons and review them with their coach, identifying strengths and areas for growth. This helps build self-awareness and confidence.
- **Step-by-Step Practice:** Using Steplab, teachers engage with bite-sized modules that break down key teaching strategies—such as “cold calling” or “checking for understanding”—into clear, actionable steps they can immediately apply in the classroom.
- **Peer Coaching:** Staff are encouraged to observe each other’s lessons and share feedback, creating a culture of openness and continuous improvement.

Through these methods, instructional coaching empowers our teachers to be intentional, reflective, and highly effective—ensuring every pupil benefits from excellent teaching, every day.

Clare King – Teaching and learning lead ( Deputy Head teacher)