

Who are the IBIS team?

We are a team of experienced primary and secondary teachers and Educational Psychologists who have a specific focus on behaviour.

What do we do?

We work with schools, building on and expanding existing good practice in behaviour management, to enable more effective teaching and learning. We generally work with all the teachers in a faculty or key stage team. We also work at a whole school (systemic) level and with individual teachers.

How do we do this?

After a lesson observation an individual feedback session is arranged. The feedback is based on a solution-focused model so that we concentrate on what is working well and base discussions of any areas for development on this.

Members of the team try to be in the staffroom most break and lunch-times when they are in school to provide an opportunity for staff to have informal discussions.

What exactly happens when we are working with you?

Lessons for observations are identified within the time available to the team. You may be asked to fill in a form identifying

your chosen focus for the coaching session(s).

You will always have notice of when a coach is to visit your lesson. The coach will always try to see you before the lesson to introduce her/himself.

In most cases a 30 minute pre-meeting will be arranged some time before the coaching to explain more about the process and so that you can ask questions.

When you are being observed just carry on as normal. Most teachers tend to explain to the students who the coach is with a general introduction saying something like: "This is Ms/Mr.....s/he is here to look at the way we work in this lesson."

What will the coach do during the lesson?

The coach will generally act as 'a fly on the wall'. S/he will sit at the back or to one side and make notes. S/he won't normally participate in the lesson unless pupils actually approach her/him to make comments.

What happens in the feedback session?

The individual feedback session takes place as soon as possible after the lesson. Ideally this will be during a non-contact period which the school ensures is protected. It should last for about the same amount of time as the observation. Sometimes the session takes place at

lunch-time or after school because of time-tabling constraints or because the teacher prefers this time. The coach comments on the effective teaching points s/he has observed and the teacher and coach discuss ways forward together.

We do not produce written records of individual feedback sessions. Teachers are welcome to make their own notes.

What happens after the individual coaching?

This depends on what package has been arranged. If we are working with a whole school or faculty the main points of all the observations will be incorporated into a written document or power point presentation. No individual teacher will be identified in the document although examples of good practice will be given as illustrations. We like to come and share this document with you at a meeting.

Whether we are working with selected teachers or across schools, we prefer to hold a meeting for all the staff coached. At this meeting you will be asked to share some information from your coaching session (e.g. points of good practice noted, changes you have made relating to a chosen area of development). This meeting is designed to be supportive and positive and to continue your professional development.

The IBIS Project

The IBIS Project is now in its seventh year of working with Bristol Schools. We started working in secondary schools and since June 2002 have also been working in primary schools. We aim to be supportive and collaborative in our work with schools and we welcome feedback from you on how well we are achieving this goal.

How to contact IBIS:

Jak Lee (IBIS Manager): 07879 883485

Antony Fugill: 07879 883481

Jo Trott: 07825 315662

Mark Adams: 0117 9031250

Tracey Thomas (Admin): 0117 9031653

Fax No: 0117 3533697

E-mail: jak.lee@bristol.gov.uk

(and other team members on this e-mail, substituting their names).

Address: IBIS c/o Educational Psychology

Portway Community School

Penpole Lane

Shirehampton

Bristol

BS11 0EB

The Teacher's Perspective



IBIS
Improving Behaviour in
Schools