



THE DOON SCHOOL (INDIA)

Making a positive impact on teacher training and development by comprehensively capturing and sharing lessons from The Doon School, with a remote coach based in the United Kingdom



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THE DOON SCHOOL (INDIA)



BACKGROUND

The Doon School is a boarding school for boys aged 12-18 in Dehradun, India. Established in 1935, The Doon School is one of the country's preeminent schools, with a strong intellectual heartbeat and a proven track record in producing outstanding leaders in all walks of life, which has earned The Doon School and its alumni a worldwide reputation for excellence.

OBJECTIVE

In September 2018, the ONVU Learning team started working with teachers from The Doon School to improve teacher training through the use of the latest in video technology for lesson observation, the Lessonvu solution, and remote coaching. With a mission to attract and develop exceptional boys and teachers from all backgrounds, The Doon School places high value on the quality and

📍 THE DOON SCHOOL, INDIA

! OBJECTIVE

Improve teacher training

💡 SOLUTION

Lessonvu and remote coaching

✅ OUTCOME

The teachers felt that the combination of the Lessonvu system and coaching had positive impact on their learning environment.



ongoing development of its teaching.

Headmaster Matthew Raggett was keen to understand whether the Lessonvu solution and video footage could provide the opportunity for teachers to review their own lessons and if remote coaching with an ONVU Learning consultant, based in the United Kingdom, could cut across cultural differences to bring about professional growth for his teachers. objective

ABOUT

Lessonvu enables all lessons from the teachers' classrooms to be recorded with the least intrusion so enabling coaching based on the review of ordinary or regular lessons. Teachers are then able to self-reflect on any part of their daily teaching, gaining detailed insight into classroom practises and consult with colleagues for constructive feedback.

ESTABLISHING BEST PRACTICE FOR REMOTE COACHING

There are potential obstacles to remote

coaching, anything from working across time zones to working with school networks, to linguistic and cultural differences. However, the most important consideration is to build trust.

Two volunteers from The Doon School were excited to be involved - Mr Manu Mehrotra, a Maths teacher and his colleague, Mr Gyaneshwaran Gomathinayagam, who teaches Physics. Both are experienced teachers and were introduced to ONVU Learning's Teacher Development Coach, Dr Sean Warren.

Dr Warren presented them with the key principles of his 'Align' methodology. The subsequent dialogue familiarised the teachers with key terminology and reassured them that the exploration would be non-judgemental. A cycle of review, sharing, coaching and implementation then ensued. Manu reflects,

"In the 15-minute clip, Dr Warren was able to pinpoint exact moments to show which part of my practice he was referring to. Clicking on the 15 second rewind function enabled me to review events frame by frame. I found his questions very stimulating."



“Seeing the camera for the first time was very heartening. I didn’t realise you could see the same lesson from so many different angles. You could focus on the whiteboard, as well as tracking an individual’s movement. At the same moment I could also select a particular group of students to assess their degree of engagement with the tasks”.

Mr Manu Mehrotra, Teacher

MAKING A REAL DIFFERENCE TO TEACHING AND LEARNING

Central to ONVU Learning’s remote coaching is the concept of ‘Professional Noticing’ – encouraging teachers to identify and improve aspects of their practice. In Manu’s case two areas were identified to work on: Questioning and Positioning.

Whilst reviewing video of his lessons, Manu and Dr Warren were curious to focus on students who were not selected

to answer questions. The teacher realised that too many appeared to ‘switch off’ if they weren’t directly involved. In addition, Manu was interested to explore mechanisms which would enable him to efficiently check the comprehension of all students before moving on. After discussing several potential ideas, he introduced selected techniques that Dr Warren had recommended, which had an immediate impact.

Reviewing video of a lesson can make teachers more aware of their positioning in a room, enabling them to be more responsive to student needs.

“Now, when moving around the classroom, I take stock of what each student is doing before I allow myself to support an individual. Often, I strategically station myself at a particular desk for a period of time so I can use my peripheral vision. With just a flick of my head I can see what’s going on and this has helped me become far more aware.”

Mr Manu Mehrotra, Teacher

Gyaneshwaran worked on aspects

“The wonderful thing about ONVU Learning’s Lessonvu is that teachers have complete control... It’s been wonderful for our guys to have a direct relationship with a coach... Before sharing things with me so they can help articulate what they have learnt from it”

MR MATTHEW RAGGETT
HEADMASTER, THE DOON SCHOOL





of classroom management. He felt confident to tell Dr Warren that he wanted to teach without having to raise his voice in order to maintain order in the class.

Dr Warren led Gyaneshwaran through some diagnostic exercises which confirmed an incongruity between what the teacher wanted from his class, and what he was getting. Footage from the 360-degree video suggested that tighter routines during the opening phase of the lesson could provide a stronger foundation for settling the class.

It was apparent that building positive relationships were very important to the teacher, so an approach which enabled an appropriate balance between control and care was developed.

After working through suggested solutions, Gyaneshwaran saw significant improvements.

“Building relationships outside of class

context has given me more results than any other strategy... When back in the classroom, these have allowed me to have access in a way that was missing before... I don't have many classroom management problems anymore.”

**Mr Gyaneshwaran Gomathinayagam,
Teacher**

EVALUATION AND OUTCOME

ONVU Learning enabled the teachers to take charge of their own professional development and improved their ability to self-review. Both teachers expressed their positive experience of concurrently using the 360-degree video and the Lessonvu solution. They were able to share their video with a remote coach who provided a fresh interpretation of events.

With trust and mutual respect at the core, the teachers were able to build



up a strong professional relationship with ONVU Learning's representative. The platform enabled development in practice, increased motivation and provided a lens for effective reflection. Through targeted support, these culminated in improved student outcomes. The teachers felt that the combination of the Lessonvu system and coaching had positive impact on their learning environment.

Of real benefit to The Doon School is that both teachers recognise the potential to cascade the professional learning they have received to support colleagues in their school. This is welcomed by the team at ONVU Learning as it addresses the requirements of many international schools to support and develop their teachers. The remote coaching model provides an interesting, effective and efficient mechanism to provide them with greater opportunities for development.

SUMMARY

Given the unprecedented adoption of technology within the country and India's image as an emerging global IT power house, more teachers – not only the new-age educators, but even the experienced teachers believe that technology will become their major platform for accessing resources and content related to professional development.

The Doon School is at the forefront of these advancements in classroom technology which are making a positive impact on teacher training and development.



“I see huge benefit from Dr Warren observing my classes and helping me to notice things which could easily be ignored in the moment-by-moment decision-making.”

**Mr Gyaneshwaran Gomathinayagam,
Teacher**

Working with The Doon School and other international schools has enabled ONVU Learning to develop the business model of remote teacher coaching. Time was invested in discovering the potential barriers and innovating past them, allowing the team to comprehensively capture and share lessons from The Doon School, with a remote coach based in the UK.





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(Version 2.0 - July 2021)

