

Seven Dimensions and Peer Observations Alignment

Seven Dimensions of the Learning Organization (Marsick & Watkins)

Learning Organization is “characterized by continuous learning for continuous improvement, and by the capacity to transform itself” (Marsick & Watkins)

Create continuous learning opportunities	Promote inquiry and dialogue	Encourage collaboration and team learning	Create systems to capture and share learning	Empower people toward a collective vision	Connect the organization to its environment	Provide strategic leadership for learning
<i>Learning is designed into work so that people can learn on the job; opportunities are provided for ongoing education and growth.</i>	<i>People gain productive reasoning skills to express their views and the capacity to listen and inquire into the views of others; the culture is changed to support questioning, feedback, and experimentation.</i>	<i>Work is designed to use groups to access different modes of thinking; groups are expected to learn together and work together; collaboration is valued by the culture and rewarded.</i>	<i>Both high- and low-technology systems to share learning are created and integrated with work; access is provided; systems are maintained.</i>	<i>People are involved in setting, owning and implementing a joint vision; responsibility is distributed close to decision making so that people are motivated to learn toward what they are held accountable to do.</i>	<i>People are helped to see the effect of their work on the entire enterprise; people scan the environment and use information to adjust work practices; the organization is linked to its communities.</i>	<i>Leaders model, champion, and support learning; leadership uses learning strategically for business results.</i>
Peer Observation	Peer Observation	Peer Observation	Peer Observation	Peer Observation	Peer Observation	Peer Observation
Training Program Job-embedded focused on continual learning and growth.	The process of peer observation encourages ongoing reflective conversations among teachers regarding their practice.	The process of peer observation fosters opportunity for pairs as well as teams to collaborating about new learning.	The program creates a school-wide system for sharing knowledge and innovation by teachers visiting and conversing about teaching and learning.	The commitment to new learning provides teachers an opportunity to set goals that are linked to teaching standards. This allow teachers to be leaders of their learning by making decisions and creating solutions around their learning needs.	The key outcome of a system-wide peer observations program is to enhance student learning - it's entire enterprise.... though the process of a peer observation program, ongoing conversation about the impact of their teaching on students can be discussed.	The leader provides time for teachers to create a model for learning; co-designs models for ongoing learning; helps shape the vision around learning in the building.