

**Show Notes, Episode 113: Trust-Based Observations with Craig Randall, 4/4/2023**

**About this show:**

You've heard me talk about the flywheel. It is the process of providing professional development, following it up with targeted observations, and using observation data to drive the next round of professional development. As with so many things, while the concept is simple, execution is difficult. The flywheel will look different in different schools, and today's guest shares with us a highly developed and coherent version of the flywheel. I guarantee that you will leave today's conversation with a couple big ideas lodged in your head! Ideas that I hope you will decide to act on.

**Notable Quotes**

**Craig:**

Teaching is a craft and skill, but it is also art. And it's how we respond in the moment.

We have to know that trust takes time. Trust does not happen overnight.

We focus on that one thing, we don't pile on.

We're at a critical area of teacher shortage and retention in the US and also the world...We have to be willing to go bold and take risks and stop trying push this wall that's not moving, thinking that somehow if we do it better or differently, we are going to make it better and just try something new.

**Frederick:**

That's the thing with mentoring. Mentors support us in the direction that we need to go or we want to go. They're not trying to shape us into mini-mes.

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Book: [Trust-Based Observations](#)

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