Coaching: It’s All About Interactions!

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Welcome and Introductions
What is....?

Coaching
Modeling
Conferencing
Knowledge Building
Professional Learning Communities (PLC)
Collaborative Planning
Communication
Assessment
Professional Development
Feedback
Common Language

Why do we need common language?

How do we develop a common language?
## Why? Coaching Effectiveness

<table>
<thead>
<tr>
<th>Training Steps</th>
<th>Knowledge Mastery</th>
<th>Skill Acquisition</th>
<th>Classroom Application</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theory (Lecture) +</td>
<td>Middle/High 40%-80%</td>
<td>Low 10%</td>
<td>Very Low 5%</td>
</tr>
<tr>
<td>Demonstration +</td>
<td>High 80%</td>
<td>Low Middle 10%-40%</td>
<td>Very Low 5%</td>
</tr>
<tr>
<td>Practice +</td>
<td>High 80%</td>
<td>High 80%</td>
<td>Very Low 5%</td>
</tr>
<tr>
<td>Coaching</td>
<td>High 80%</td>
<td>High 80%</td>
<td>High 80%</td>
</tr>
</tbody>
</table>
When? The Big Four

1- Classroom Management
2- Content
3- Instruction
4- Assessment for Learning

- Knight, J. (2008)
How?
Considerations & Communication

Equality
Choice
Voice
Dialogue
Reflection
Praxis
Reciprocity

- Knight, J. (2008)
Coaching Tasks

Whole Faculty Professional Development
Small Group Professional Development
Planning
Modeling Lessons
Coaching
Coach-Teacher Conferences
Student Assessment
Data Reporting
Data Analysis
Meetings
Knowledge Building
Managing Reading Materials
Other

- As defined by Florida’s Progress Monitoring and Reporting Network
Coaching Tasks

Whole Faculty Professional Development
Small Group Professional Development
Planning
**Modeling Lessons**
Coaching
**Coach-Teacher Conferences**
Student Assessment
Data Reporting
**Data Analysis**
Meetings
Knowledge Building
Managing Reading Materials
Other

- As defined by Florida’s Progress Monitoring and Reporting Network
Coaching

Cycle
- Initial conversations
- Observation
- Reflecting conversations

Goal Setting
- Specific
- Measurable
- Attainable
- Realistic
- Timely
BREAK
Modeling

- Demonstrating lessons
- Co-teaching
- Side by side coaching

- Coaching support vs. full coaching cycle
Coach-Teacher Conferences

- Phone calls
- Emails
- Intervention discussions
- Grouping discussions
- Lesson planning

* centers, fluency building, core instruction
Data Analysis

- Personal study (as a coach)
- PLC (principal, grade level teams)
- Instructional Implications
Application

What coaching tasks would you use to support this teacher?
Coaching Programs

“Hiring coaches but not ensuring they have proven practices is a bit like trying to paint a beautiful painting without any art supplies.”

- Knight, J. (2008)
Coaching Program Success

- Hiring the right instructional coaches
- Time
- Research-based Interventions
- Professional development (Knowledge Building)
- Ensuring principals and coaches work together
- Protecting the coaching relationship
- Evaluating coaches

- Knight, J. (2008)
Issues & Obstacles

“It isn’t that they can’t see the solution. It is that they can’t see the problem.”

- GK Chesterton, cited in Prochaska
Thank you for attending!

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