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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

Training Steps	Knowledge Mastery	Skill Acquisition	Classroom Application
Theory (Lecture) +	Middle/High 40%-80%	Low 10%	Very Low 5%
Demonstration +	High 80%	Low Middle 10%-40%	Very Low 5%
Practice +	High 80%	High 80%	Very Low 5%
Coaching	High 80%	High 80%	High 80%

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

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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

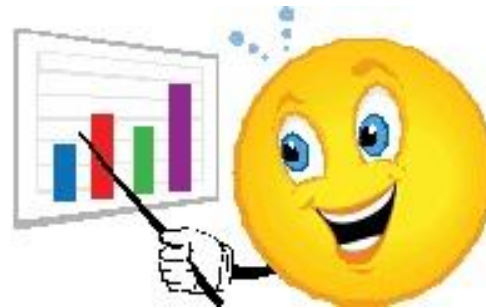
- Phone calls
- Emails
- Intervention discussions
- Grouping discussions
- Lesson planning

* centers, fluency building, core instruction



Data Analysis

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



Application

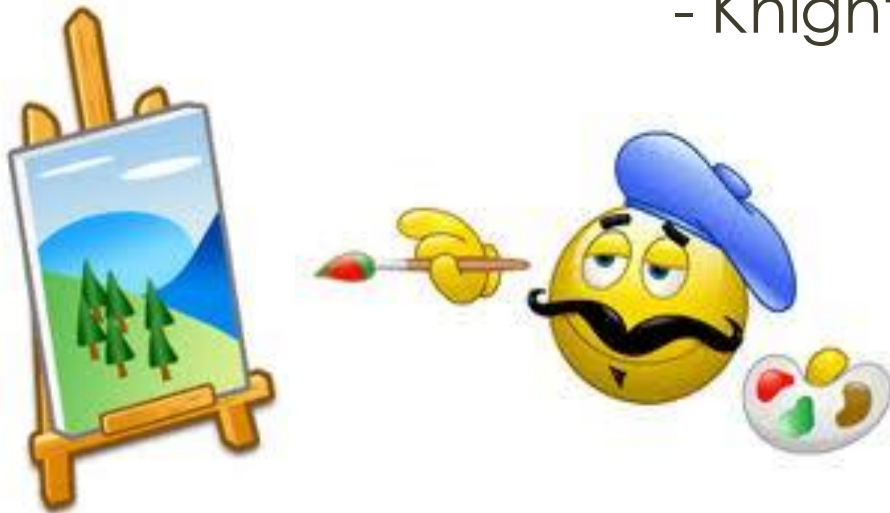
What coaching tasks would you use to support this teacher?



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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