

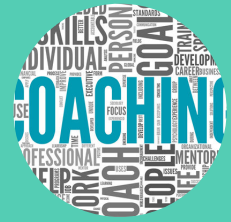
Coaching

Coaching for Teacher and System Effectiveness



"Working with Steve has added immensely to my toolbox and helped me to grow as an educator. As an instructional coach, his model has shown me how to support, challenge, and empower my peers."

Mara Sunday, Instructional Coach



Four Step Coaching Process that provides strengths and one next step



Two week cycle to cement changes in skills and strategies.



Observation
Reflection
Demonstration
Practice
Loop

4 Step Coaching Model that Yields Results

Coaching using the gradual release of responsibility

Coaches work with teachers for a two-week cycle. The gradual release of responsibility is used as a guide to navigate and bring teachers to a different understanding, using student evidence, observation, and immediate feedback. Professional development focuses on theory, in classroom demonstration, and practice.

1

IN-CLASSROOM
MODELING WITH
TEACHERS

2

COACHES TEACH, GET
COACHED, AND
RECEIVE FEEDBACK

3

CLEAR FOUR STEP
CYCLE THAT YIELDS
RESULTS

Purpose:

To bring depth and consistency to a particular strategy within and across grade levels and bring depth to student learning

When:

30 minutes daily in classroom

15 minutes for the teaching

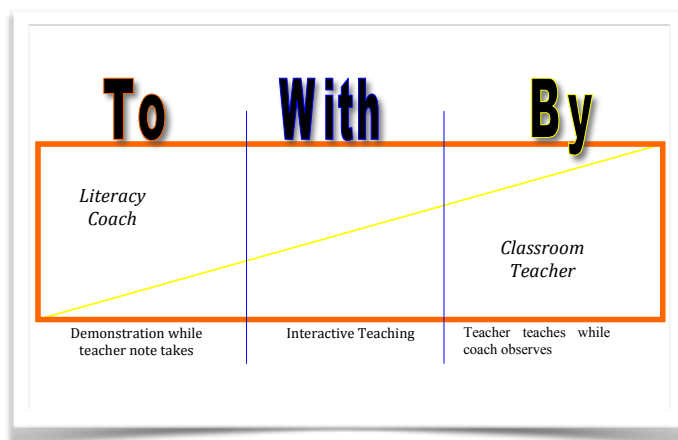
15 minutes for the crucial conversation

(teachers assign independent work immediately following the teaching) to provide immediate recognition of strengths and next steps.

Coaching Plan:

Professional development for coaches occurs throughout the year. Time can be tailored according to district need. Each visit (up to 5 days) provides:

- *How to phrase and reflect on strengths*
- *How to bridge to a coaching point*
- *How to demonstrate and phrase a coaching point*
- *How to use coaching forms*



Coaching using Gradual Release of Responsibility Model

To: Coaches demonstrate the desired strategy with teacher note-taking for student engagement and think aloud.

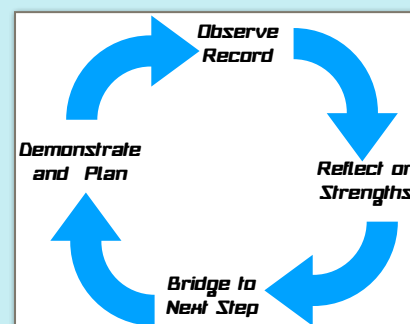
With: Interactive teaching can be used as a bridge to teacher independence with coach acting as a guide to facilitate new teacher learning.

By: Teacher teaches while coach observes for the agreed upon 'coaching point.' Coach then follows the 4 step coaching cycle immediately after the lesson.

THE 4-STEP COACHING CYCLE

Coaches move through this cycle as a predictable model for teachers to reflect upon strengths and next steps. During this cycle, coaches present data and notes to help facilitate conversation. The coach AND teacher brainstorm strengths of the lesson. The coach bridges to the coaching point through questioning. The coach will demonstrate the coaching point providing time for the teacher to practice as well. The coaching point becomes the focus of the next day's observation.

As the two-week cycle continues, coaching focuses on continuous improvement and control of new learning.



The 4 Step Coaching Cycle