

INSTRUCTIONAL COACHING



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"Of course, this is a worst case scenario."

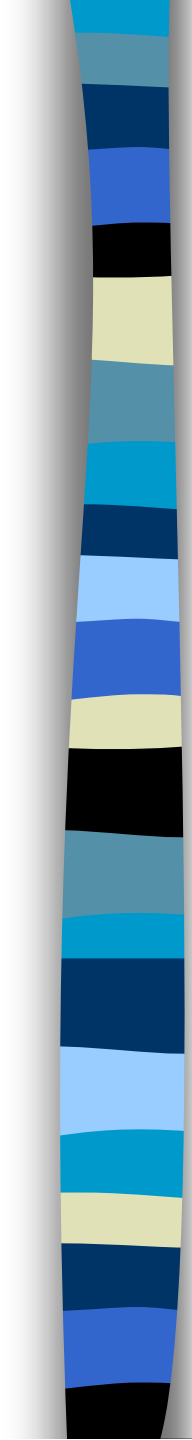
TOP FIVE WAYS...

... to ensure that instructional coaching is implemented in your district as a "best case scenario!"



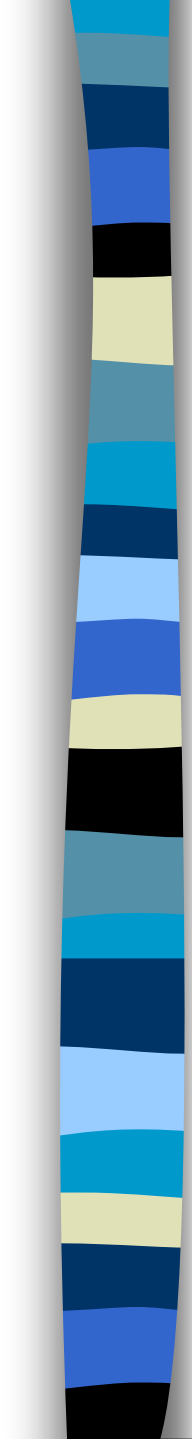
**#1 - When sending a coach
into the "Land of the
UNKNOWN," at the very
least provide a compass.**

(Although, really GPS would be ideal!)



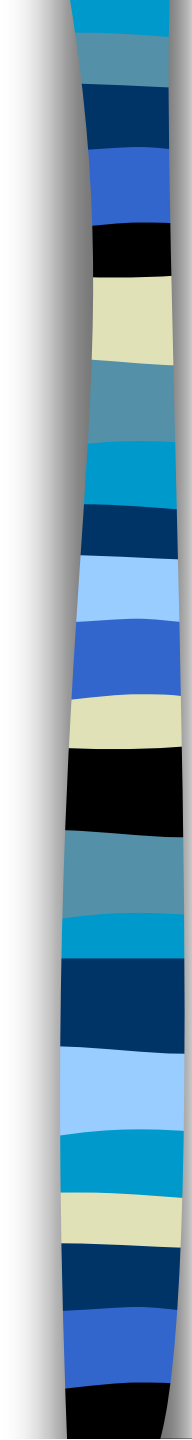
FACT #1:

A coach benefits from substantial training and ongoing professional development in skills related to coaching.



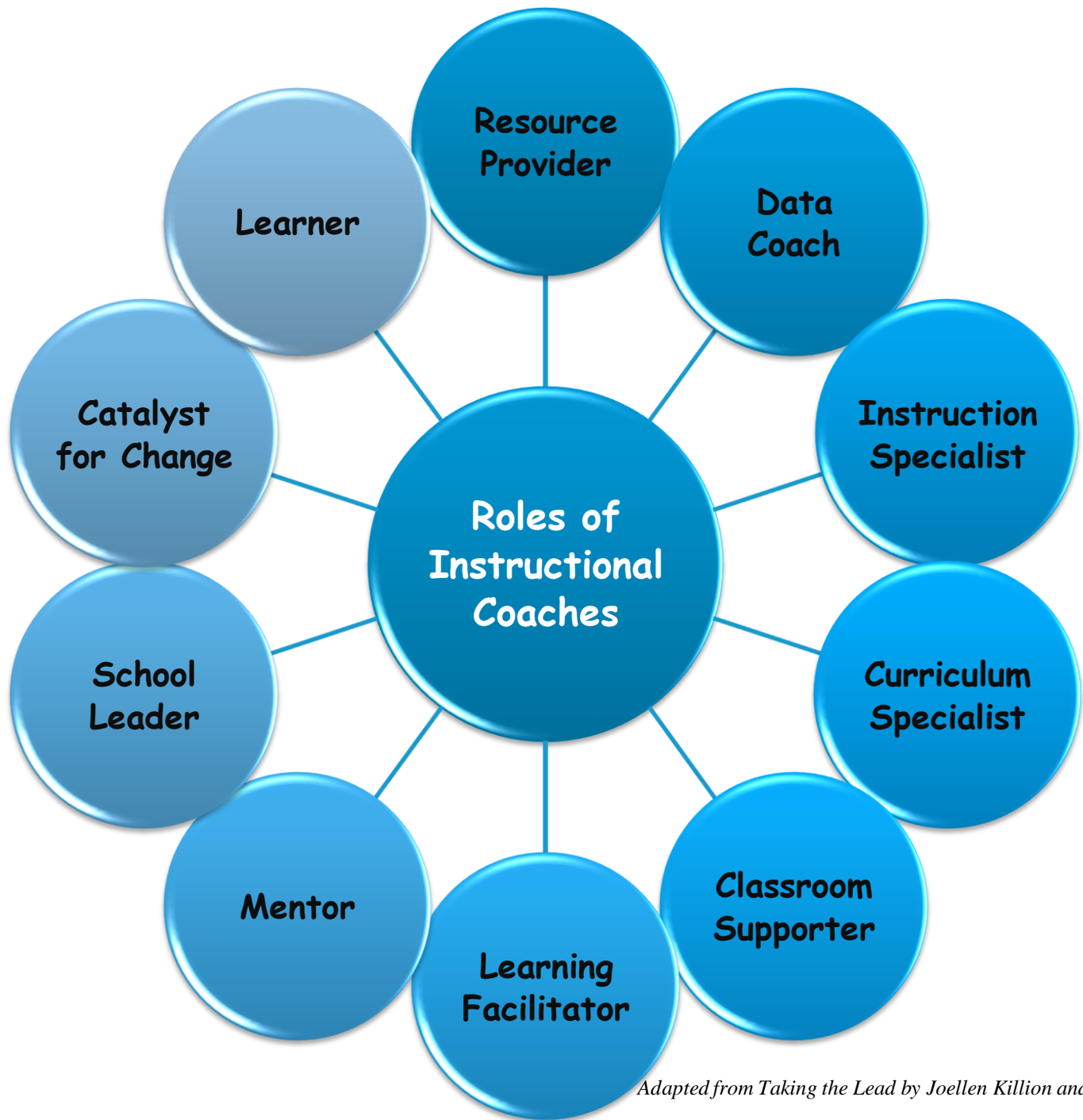
**#2 - DON'T be SURPRISED if YOU
SEE a COACH wearing a
SOMBRERO, a COWBOY hat, and
an EASTER BONNET all in the
SAME day.**

(Which, I might add, can really make
for a bad hair day!)



FACT #2:

Instructional coaches have complex, multifaceted roles.



GROUP NORMS FOR DATA-DRIVEN DECISION MAKING

- ▣ Focus on what the data reveals
- ▣ Ask the hard questions about the meaning of the data
 - ▣ Focus on what to do in the future
 - ▣ Refrain from blaming or finding fault
- ▣ Use the data to drive the team's decisions
 - ▣ Think creatively and comprehensively
- ▣ Listen rather than prepare your response when others speak

4 Step Data Process

1. Predict

What do you think you will see in the data?

2. Observe

What do you see in the data?

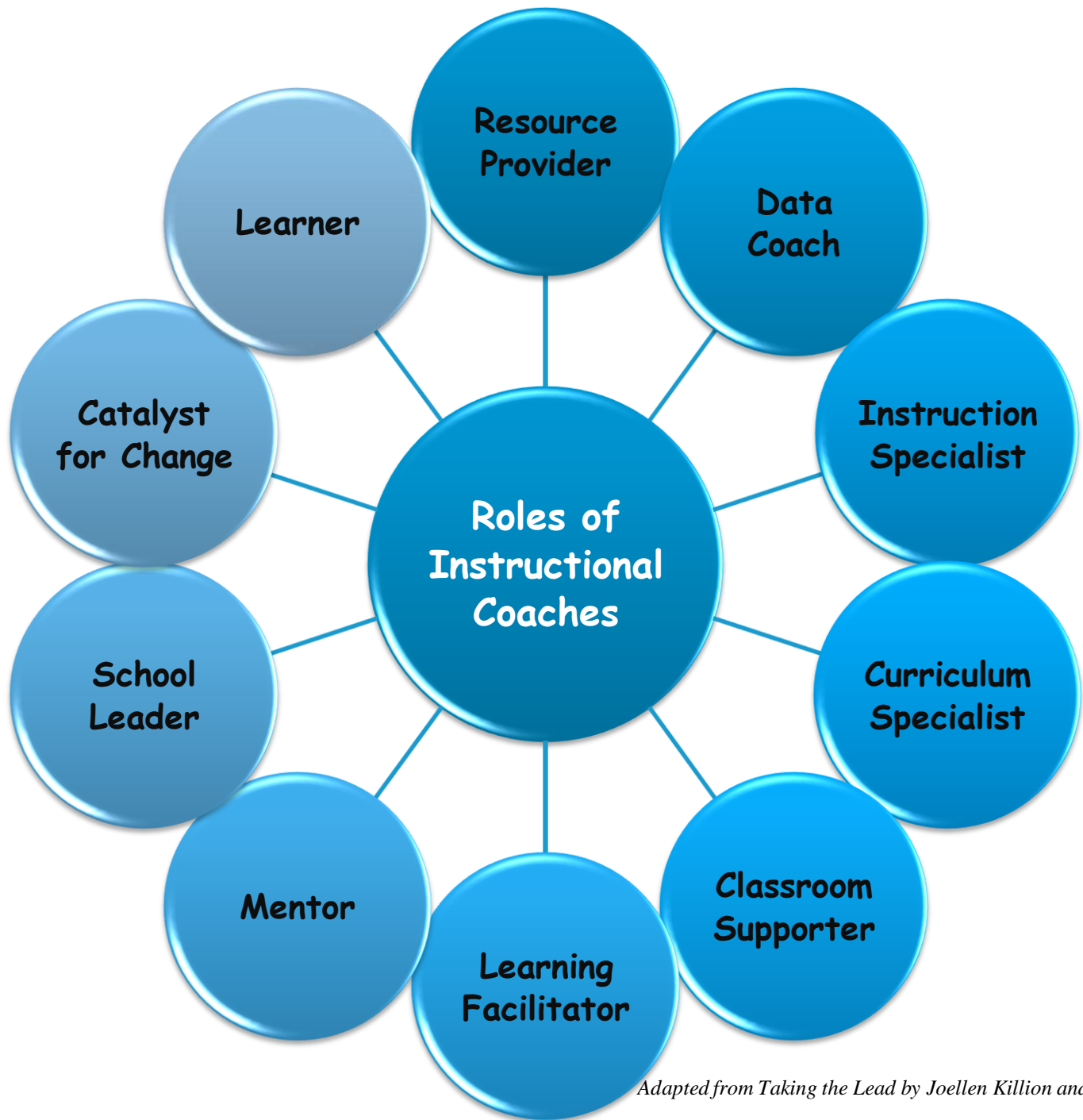
3. Explain

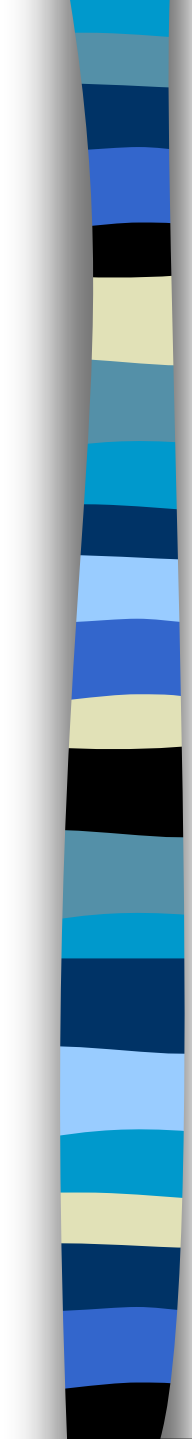
Why did we see that in the data? Because...

(You will need to ask this question at least 3 times for every observation to get to the root of the issue!)

4. Action Plan

Where will we go from here? Remember to focus on the future.

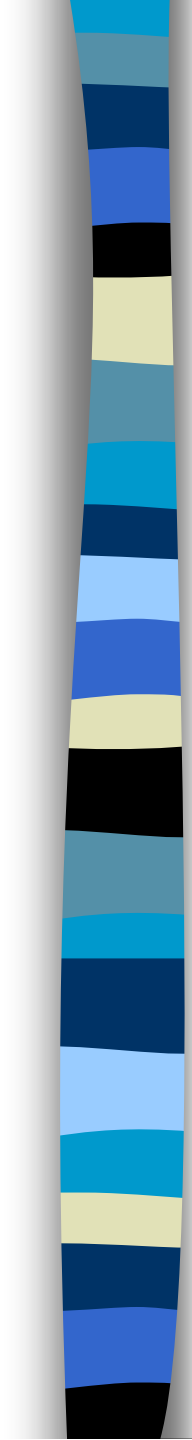




**#3 - COACHES DON'T HAVE AN
EXTRA HOUR TO EXPLAIN
THEIR JOB DESCRIPTION
TO FRIENDS AND FAMILY.**

Besides, most people won't listen this
long anyway!

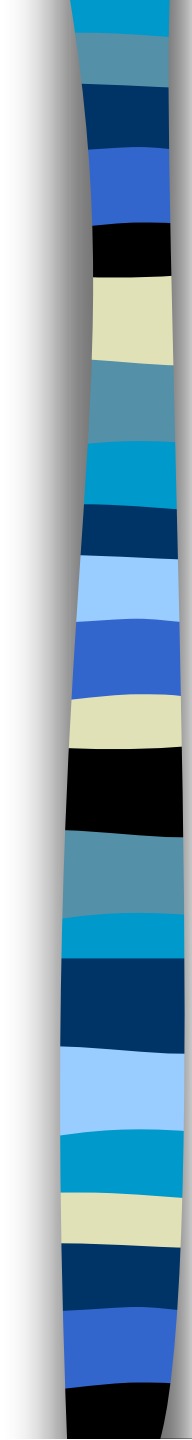
(Well, maybe their mom...)



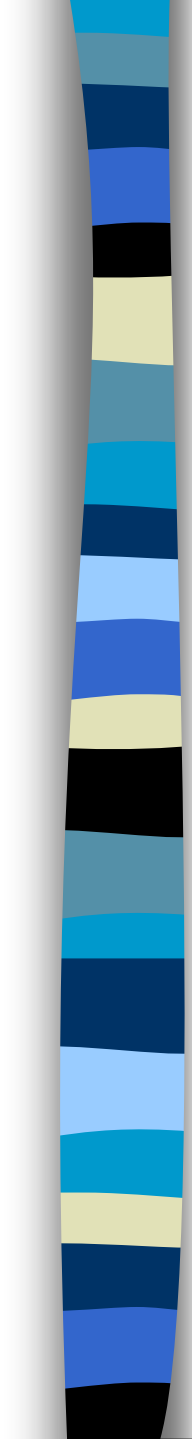
FACT #3:

A coach is most successful when working with clearly defined roles.

If a coach's work is unfocused, the coach will strive to be all things to all people.



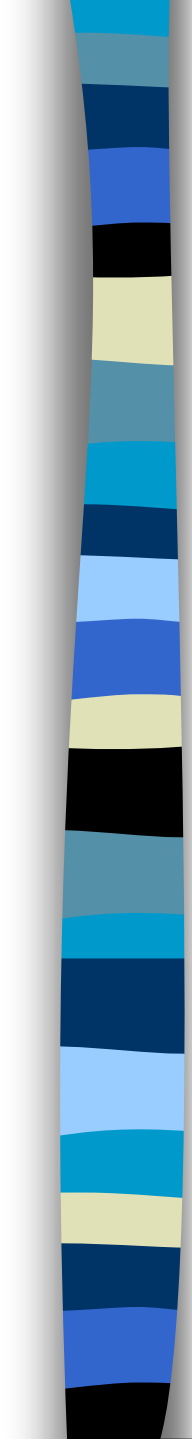
#4 - While coaches do not carry super sleuth spy gear, they will often provide safety nets.



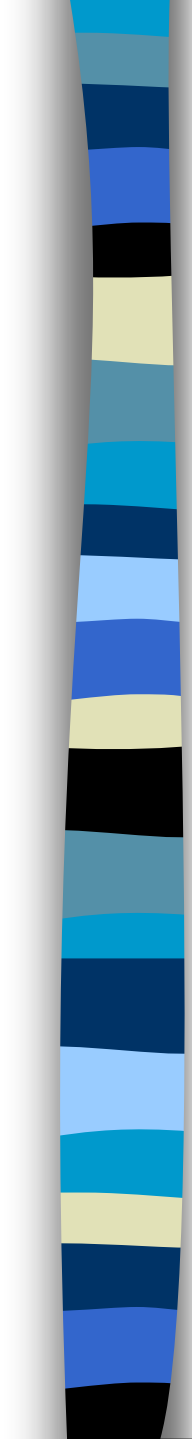
FACT #4:

The role of a coach is to support teachers, not to judge teacher performance.

A coach should seek to help teachers improve and refine their practices. That work should never be evaluative nor supervisory.



**#5 - never tell a coach
that they look tired.
There's no need, they
already know!**



FACT #5:

A coach's work is cognitively and emotionally demanding.

Often a coach is pulled in multiple directions with differing sets of needs and expectations.

A coach needs relationships with other coaches to recharge, reenergize, and grow professionally.

STU- HU- PU

*Stand Up

*Hands Up

*Pair Up

"One thing that surprised me about instructional coaching is..."

OR

"One question I still have about instructional coaching is..."

**Wishing you the "Best Case
Scenario" - GOOD LUCK!**



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