

Cultivating a Culture of Instructional Coaching

(Re)Unite Session III
6/28/22, 10:30-11:45 am

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Quick Write



Cultivating a Culture of Instructional Coaching

- *How does this problem of practice show up in your context?*
- *What does this problem of practice look like, feel like, sound like?*

Why Instructional Coaching



**WHY
COACH?**

**Percentage of teachers transferring
learning to the classroom.**

	knowledge	skill	transfer
Theory	10%	5%	0%
Demonstration	30%	20%	0%
Practice	60%	60%	5%
Coaching	95%	95%	95%

*from Student
Achievement Through
Staff Development.*
Bruce Joyce and
Beverly Showers,
ASCD 2002

Why Instructional Coaching



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Congratulations! You have now completed four cycles of instructional coaching with me. As the school year draws near to a close, it is time to reflect on your progress and plan your next areas of growth.

Prior to your end of year reflection conference, please use this template to reflect on your learning and to plan. Simply type in your reflections using this template. At your end of year conference, we'll talk through these questions and your reflections more in depth together. Thank you!
 - Joy E. Martin (SURN Instructional Coach)

How have you grown? What new knowledge, skills, and dispositions are now yours?		
As a Person	As a Teacher	New Resources
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.

What are two identified areas of growth for you for the 2022-2023 school year?	
Area #1	Area #2

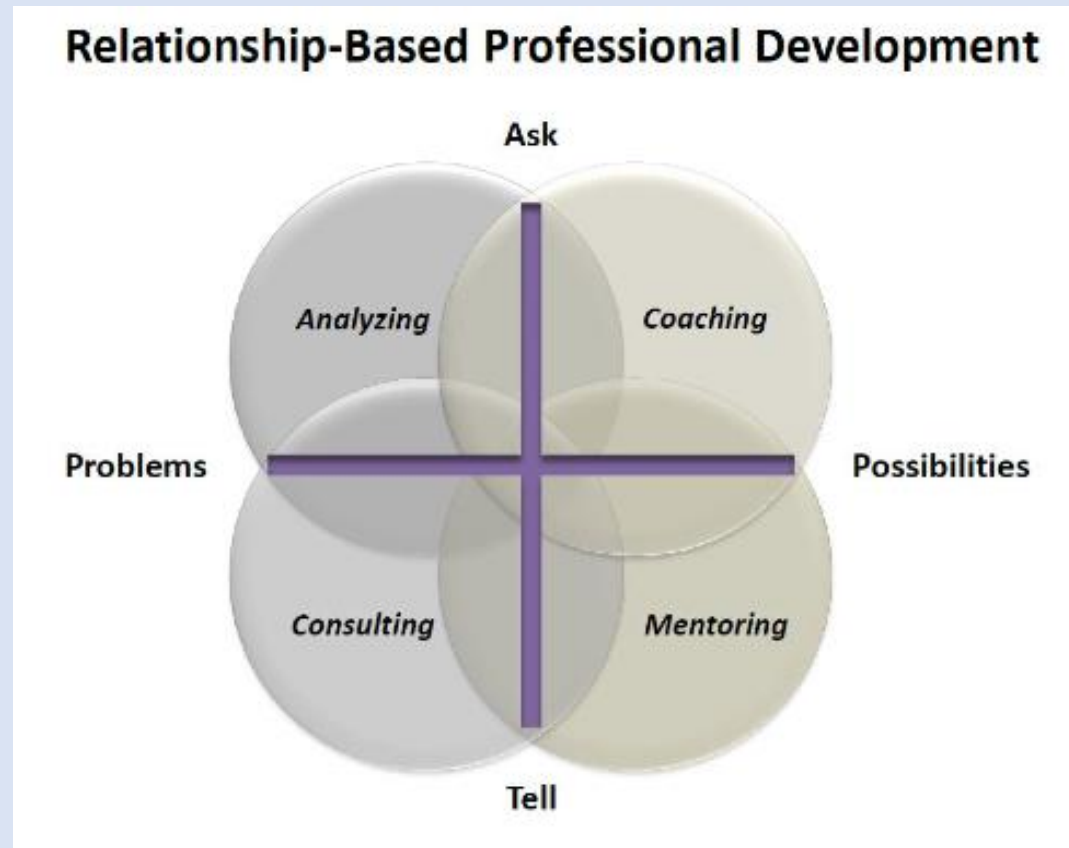
What learning experiences do you need to get there?		
	Area #1	Area #2
Summer 2022		
2022-2023 School Year		

Q: How have you grown as a person?

- Confidence
- Happiness
- Self-value
- More willing/open to asking for help
- Improved communication and responsiveness
- More patient with all people
- More mature
- Harder work ethic - working more outside of school hours
- More organized
- Willing to try new things

What We Know...

about Cultivating a Culture of Instructional Coaching



Coaching Relationship

"Connection is why we're here. We are hardwired to connect with others, it's what gives purpose and meaning to our lives..."

- Brené Brown (2012, p. 8)

"Partnership, at its core, is a deep belief that we are no more important than those with whom we work, and that we should do everything we can to respect that equality."

- Jim Knight (2007, p. 24)

Coaching Relationship

Equality

Choice

Voice

Dialogue

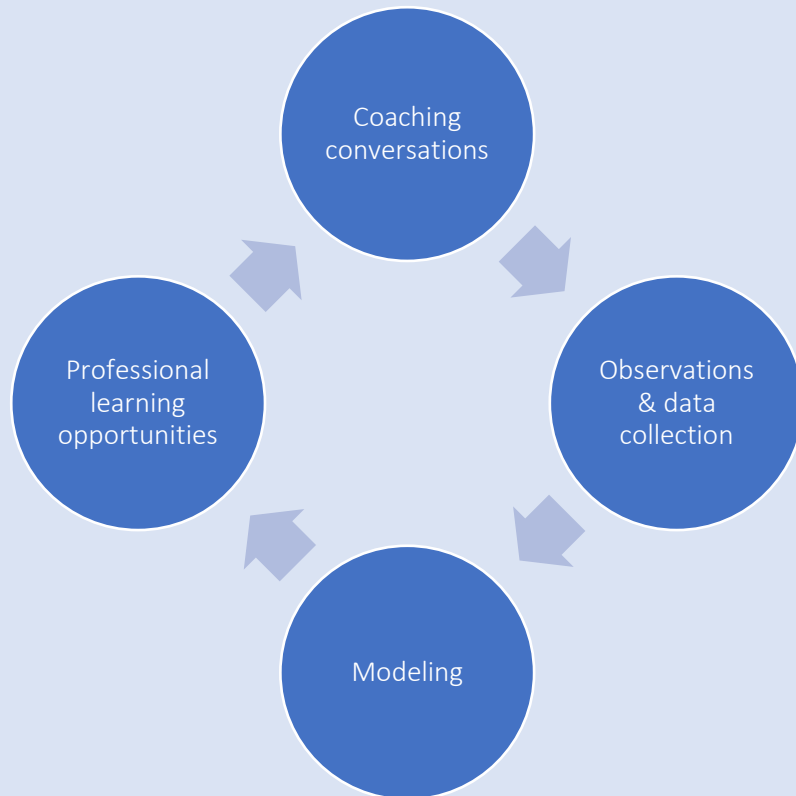
Reflection

Praxis

Reciprocity

Act of Coaching

Formal Coaching Process



Jim Knight. *Instructional Coaching*. 2007

Collaborative Coaching Conversations

- Stories about teaching practices
- Analyzing videos
- Solving problems together
- Conversations about student work
- Co-planning lessons
- Study groups, data talks, book groups

Pam Robbins. *Peer Coaching*. 2015.

Act of Coaching

Finding Focus and Leverage

Behavior	Research-based Instructional Practices
Content Knowledge	Formative Assessment

Effective Coaching Communicators

- Practice positive presupposition
- Listen
- Ask questions



Partnerships between Coaches and Leaders



- Shared understanding and vision of instructional coaching
- Ongoing meetings, collaboration, and communication
- Protects and values the integrity of coaching relationships

What We Know...

Predictors of Success of a Coaching Program

Professional development for coaches in what and how to coach

Coaches with discipline, skills, & personality to be effective coaches

Principals who are effective instructional leaders

What We Are Trying: Share & Discuss



- What are we trying related to instructional coaching?
- What are we trying related to cultivating a culture of instructional coaching?

- Instructional Coaching Foundations: People, Process, Tools
- Protected Time for Coaching
- Professional Development for Coaches & Leaders
- Collaborative & Supportive Coaching Culture

4 big ideas

- What does this Big Idea look like?
- What specific, observable behaviors would we see if this Big Idea was functioning ideally?

4 big ideas

Rules for Brainstorming

- Go for quantity
- Defer judgment
- Encourage wild ideas
- Build on the ideas of others
- Have one conversation at a time
- Stay on topic
- Be visual if it helps
- Write headlines



Levers for Change



SPACE



EVENT



SCHEDULE



FINANCE



PROCESS



ROLE



RITUAL



INCENTIVE



COMMUNICATION

The Hack Mindset

what we mean when we talk about hacking

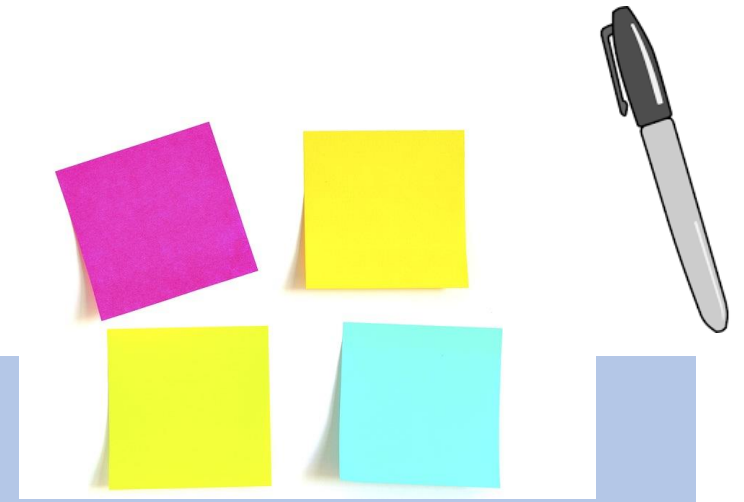
Keep the goals small,
the team tight, &
the timeline short.



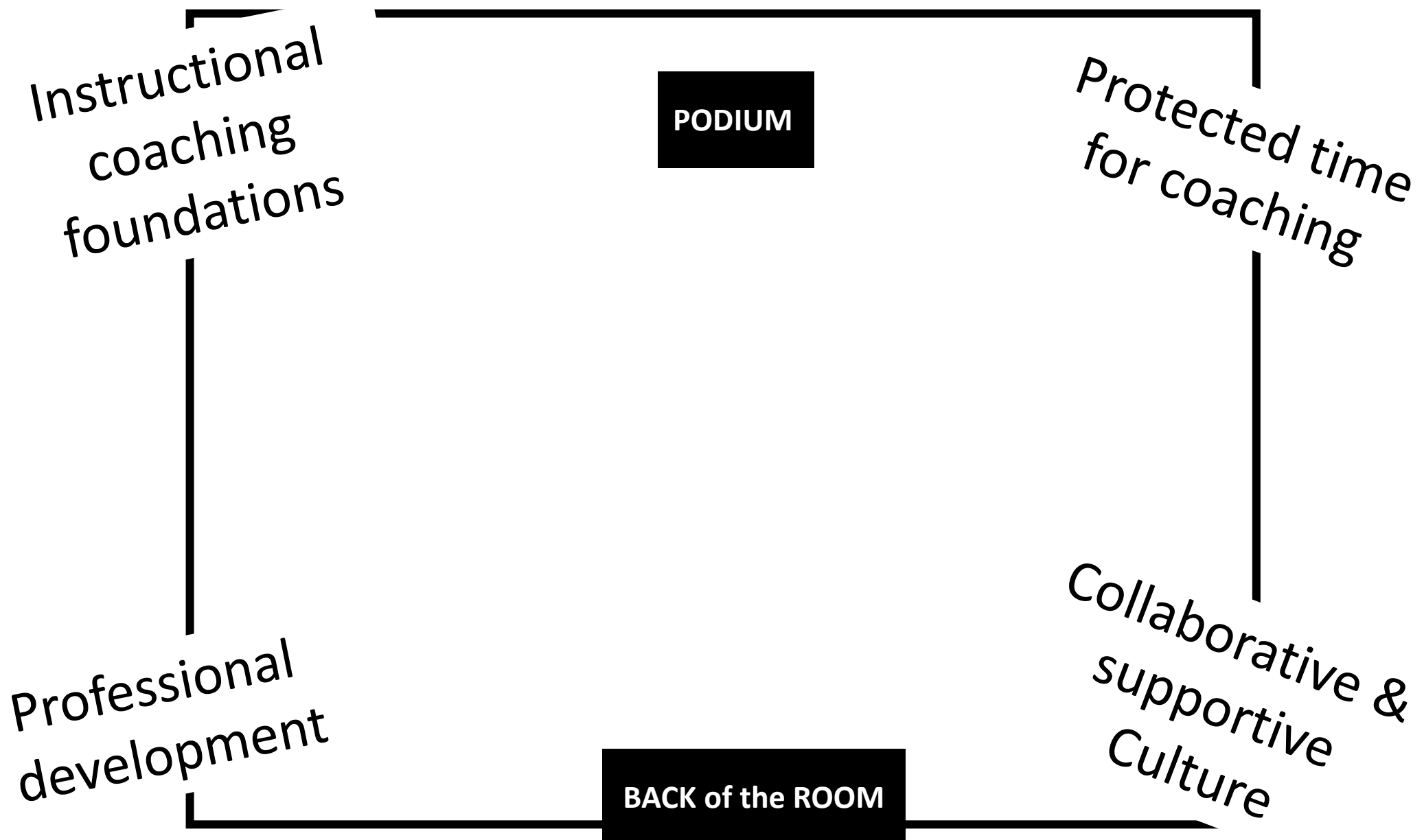
Use “failures” as
opportunities to learn.

Don't overthink it;
just try it.

Hacking: Group Work



1. Take a sharpie & pad of post it notes.
2. Go to a corner & find 3 others with the same Big Idea.
3. In Groups of 4:
 - Go to a blank poster & add your group's Big Idea to poster with post-it note.
 - Brainstorm small, quick actions to make this Big Idea a reality.
 - Write each hack on a sticky note & share it out loud as you place it on the poster beside the appropriate lever.



Instructional coaching foundations

PODIUM

Protected time for coaching

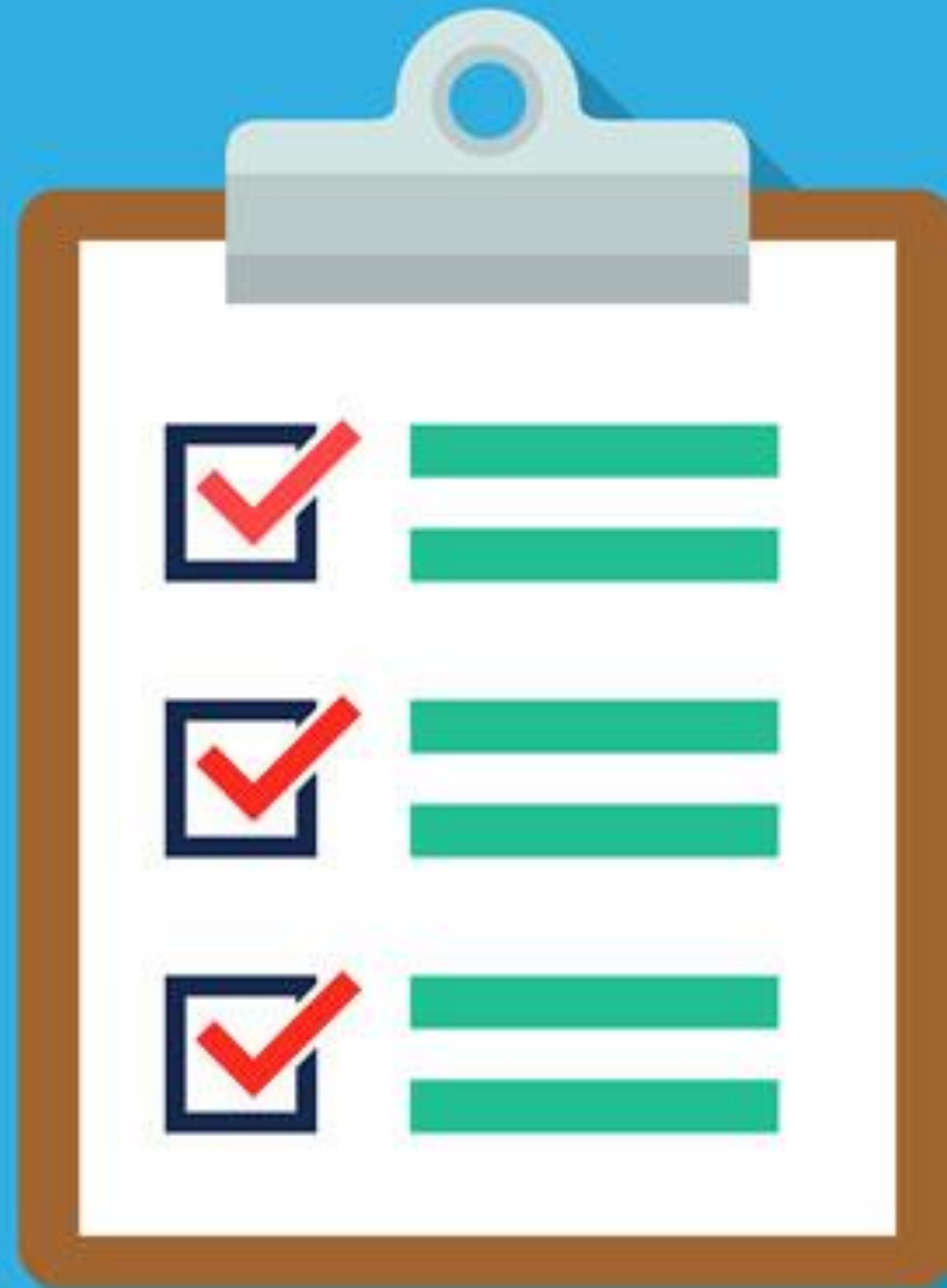
Professional development

BACK of the ROOM

Collaborative & supportive Culture

Hack Criteria

- In line with aspiration
- Focuses on students farthest from opportunity
- Leads to behaviors you want to see
- Allows you to start small
- Challenges you to do something new



Hack Story: Quick Write



GOAL: to create a hack story to share with others
to generate interest and enthusiasm
and to make your hack one step closer to reality.

Your Hack Story: Share & Discuss



- What's really energizing you about the hack you've chosen?
- Which doubts, if any, are you having about your chosen hack? Why?
- What positive effects might your chosen hack have on other problems of practice?
- How will you know if your chosen action is having the desired effect?

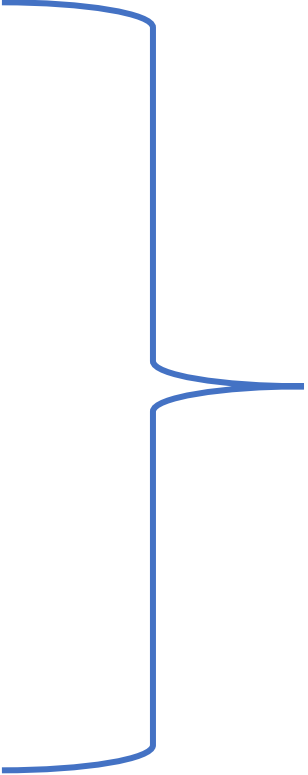
Commit: Quick Write



Tomorrow (or next week) I will...

Coaching Question to leave with you...

- Who coaches in your division?
- What significant tasks can you take off of leaders and teachers to make time for coaching?
- How can we as leaders approach our communication from a coaching mindset?



Select the question that resonates most with you...

**THANK
YOU!**

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References

Brown, B. (2012). *Daring greatly: How the courage to be vulnerable transforms the way we live, love, parent, and lead*. Random House.

Knight, J. (2007). *Instructional coaching: A partnership approach to improving instruction*. Corwin Press.

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With thanks to Laurie McCullough, SURN presenter and collaborator, for select slides.