

Laying the Foundation for Game-Changing Coaching: Developing Your Understanding as a Leader

Reflecting on Effective Development

There are so many ways leaders and coaches offer support for teachers. With your leadership team, review the following development strategies and assign a percentage for the effectiveness of each. Then, reflect on the following guiding questions to help you think about strategies for teacher development:

1. What strikes you about the percentages you assigned to each development strategy?
2. What do these percentages make you think about your role as an instructional leader?

Development strategy	How effective is this development strategy in...		
	Providing knowledge for teachers	Helping teachers develop a new skill	Transferring new learnings to everyday teaching and learning
Presentation of concepts/theories			
Demonstration of behavior or practice			
Low-risk practice with feedback			
Coaching in a work setting			

[Source: Joyce, B. & Showers, B. 1988. Student Achievement Through Staff Development]

Coaching Foundations

Knight's Seven Partnership Principles for Coaches:

Equality: Coach and coachee are of equal status. They share ideas and decision making.	Dialogue: Coach and coachee engage in authentic, honest, two-way discussions.
Choice: Coach gives the coachee choices about how and what they learn.	Praxis: Interactions between coach and coachee revolve around the acquisition and application of new skills and understandings. As learning occurs, the learning is applied to real-world situations.
Voice: Coach and coachee have a relationship wherein the coachee is free to express their enthusiasm and concerns.	Reciprocity: BOTH coach and coachee function as learners and teachers, with both bringing ideas, knowledge and experiences to the relationship.
Reflection: Coach serves as a thought partner and pushes the coachee to reflect on their work and their learning.	

Read the post from Jim Knight, "[What Good Coaches Do](#)". With your leadership team, reflect on the following guiding questions to help you think about your role as an instructional coach:

1. Which of these are strengths for you? Which do you need to develop?
2. Why are these principles important for coaches to remember and weave into their coaching?
3. Does your school's expectations for coaching align to these principles? Which principles are/are not emphasized and/or need to be readjusted?

Building Strong Relationships with Teachers

Keys to building strong relationships:

- ✓ Establishing trust
- ✓ Creating rapport
- ✓ Listening
- ✓ Acknowledging
- ✓ Sharing
- ✓ Assuming positive intent

Strong relationships are critical when it comes to a coach/coachee relationships. With your leadership team, review the aspects of building strong relationships above and reflect on the following guiding questions:

1. Think about the most effective coach/coachee relationship you've had. What about it made it so powerful?
2. When it comes to relationship building, what are your areas of strength? Areas of development? How can you improve in the area of development you identified?

Building Relationships with Different Types of Teachers

Effective coaches build relationships with all kinds of teachers. Read the post from Elena Aguilar, “[How Can I Coach a Resistant Teacher?](#)” With your leadership team, reflect on the following guiding questions to help you think about how to approach relationship-building with your teachers:

1. What were your key takeaways from the Aguilar reading?
2. What are the keys to building relationships with novice teachers?
3. How does building a relationship with an experienced teacher differ from building a relationship with a novice teacher?

Implementing Game-changing Coaching

When instructional coaches at my school are highly effective, what will I see and hear?	
From teachers:	From coaches:
What new or existing structures and strategies will I leverage to empower coaches?	
What leadership moves will I commit to in order to empower coaches?	
What are my short- and long-term goals for improving instructional coaching?	
Short-term:	Long-term: