Creating Coaching Cycles that Move Coach Practice Forward

Session 51F

February 14, 2017, 2:30 p.m.–4:00 p.m.

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Connector
Coaching Cycle

Pre-Observation Planning Conversation

Observation/Data Collection

Preparing for the Post-Observation Conversation

Post-Observation Reflecting Conversation
Coaching Cycle

INDIVIDUALLY:
• In what ways are you using this coaching cycle in your programs?

• What are you hoping to learn from this session?
Coaching Cycle

IN TABLE GROUPS:

• Introduce yourself

• Share one use of the coaching cycle and one learning you want from the session
Overview
Outcomes

By the end of this session participants will be able to:

– Articulate the importance of ongoing coaching for mentor efficacy, development, and impact

– Define or identify key elements of a strategic in-field coaching cycle

– Utilize resources to refine in-field coaching cycles
# Agenda

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Coaching for Impact
NTC Program Theory of Action:
Advancing New Teacher Practice

**CONDITIONS FOR SUCCESS**
- Carefully selected, released mentors
- Systemic approach
- Strong site leaders
- Engaged stakeholders
- Supportive context for teaching and learning

**MENTOR DEVELOPMENT, ONGOING ASSESSMENT, AND COMMUNITIES OF PRACTICE**

**Principal and Site Leader Capacity Building**

**NEW TEACHERS**

**NEW TEACHER DEVELOPMENT, ONGOING ASSESSMENT, AND COMMUNITIES OF PRACTICE**

**Program Leadership and Induction Systems Development**

**STUDENTS**

**PROGRAM EVALUATION: IMPACT & IMPLEMENTATION**

**PROGRAM IMPACT**
- Accelerate New Teacher Effectiveness
- Improve Teacher Retention
- Strengthen Teacher Leadership

**INCREASE STUDENT LEARNING**
NTC Impact Spectrum

COUNTING METRICS
PROGRAM QUALITY METRICS
RETENTION METRICS
PRACTICE METRICS
STUDENT LEARNING METRICS

Data of Implementation
Data of Impact
Instructional Mentoring Support

Evidence suggests NTC-trained mentors provide more instructionally focused support than control teachers received.

- **Observed me and provided feedback**: 45% new teachers received this support monthly or more.
- **Discussed instructional issues and problems**: 43% new teachers received this support monthly or more.
- **Worked with me to develop a professional growth plan**: 45% new teachers received this support monthly or more.
- **Planned lessons with me**: 34% new teachers received this support monthly or more.

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Accelerated Teacher Practice

At the end of two years, cohort 1 treatment teachers achieved higher observation scores on average, in relation to comparison teachers, on several elements across Classroom Management and Instruction on the Framework for Teaching (Danielson Group)

24 out of 26 !!

DATA SOURCE: SRI INTERNATIONAL EVALUATION, 2015
BASED ON CLASSROOM OBSERVATION SCORES USING THE DANIELSON FRAMEWORK
COMPARISON STUDY, *STATISTICALLY SIGNIFICANT RESULTS
TREATMENT N= 25; CONTROL N=25
Teacher Retention

• Grant Wood AEA Induction Consortium has a 95% retention rate for the first cohort of teachers over three years

• MBAEA Induction Consortium has a 95% retention rate for its first year of beginning teacher support
Increased Student Learning

**IMPACT ON STUDENT ACHIEVEMENT**

Results consistently show students taught by NTC-supported new teachers learned more compared to students whose new teachers received traditional new teacher support.

The Strategic Coaching Cycle in Action
Key Elements for Strategic Coaching

- Designed to support coach efficacy
- Connected to standards (mentoring, teaching, Core) and coach goals
- Driven by strategic coaching outcomes to move practice forward (coach & teacher)
- Focused on data of practice to move practice forward (coach & teacher)
The Pre-Observation Planning Conversation
Purposes

• Refine the coach’s practice to improve interaction with the teacher

• Determine a clear focus for data collection
Pre-Observation Planning Conversation

• Take notes using the Pre-Observation Video Note-Taking Guide
• Capture examples of ways the lead coach:
  – Supported the coach’s efficacy
  – Connected to standards, data, and/or coach goals
  – Refined the coach’s practice
  – Determined a focus for data
Pre-Observation Video Conversation

PARTNER DEBRIEF:

• What are some key insights you had about this pre-observation conversation?
• In what ways were the elements of strategic coaching evident in this video?
• What might you be able to implement in your program?
Preparing for the Post-Observation Conversation
Purposes

• Analyze the coaching practice data

• Create a strategic coaching outcome

• Identify potential entry points to move practice forward
Preparing for the Post-Observation Conversation

WITH A PARTNER:
Using the strategic planning tool,
– Analyze the caseload data and scripting data and capture your wonderings
– Create a strategic coaching outcome for this post-observation conversation
– Determine 1–2 mentoring strategies to meet your coaching outcome
The Post-Observation Conversation
Purposes

• Identify successes

• Analyze data for growth in teacher practice

• Formulate next steps for coach

• Identify another coaching cycle
Post-Observation Conversation

• Take notes using the Post-Observation Video Note-Taking Guide

• Capture examples of ways the lead coach:
  – Supported the coach’s efficacy
  – Connected to standards, data, and/or coach goals
  – Used the strategic coaching outcome to guide the conversation
  – Moved the coach’s practice forward
Post-Observation Video Conversation

PARTNER DEBRIEF:
• What are some key insights you had about this post-observation conversation?
• In what ways were the elements of strategic coaching evident in this video?
• What might you be able to implement in your program?
Closure
Key Learning

• What is one key learning from this session that you plan to implement into your program this spring?

• Share your action with a colleague in the room, in a post, or a tweet.
Session Feedback

- Please complete the session evaluation via the Symposium 2017 Mobile site.

- Session evaluations are located under the Session and Conference Evaluation link and sorted by Track and then Session Number.

- Session evaluations can also be found under the Workshop and Session Information link.

- Click on the session number you attended and the evaluation link is below the session description.
THANK YOU!

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