

Abstract geometric lines in the top left corner, consisting of several overlapping, irregular polygons and lines in a light beige color.

**THIS COACHING
LIGHT OF MINE.**

**I'M GONNA LET IT
SHINE!**

Jill Massa

Director of Teaching and Learning

WARDEN SCHOOL DISTRICT

WHY INSTRUCTIONAL COACHING?

“Coaching is
unlocking a person’s
potential to maximize
their growth.”

-John Whitmore



ENGAGING

Relationships and Connections

EFFECTIVE

Change Agents-Collective Efficacy

EQUITABLE

Create a Culture of Learning that Meets
Individual Needs

THE RESEARCH

Job-Embedded Professional Development

“Teacher learning that is grounded in day-to-day teaching practice and is designed to enhance teachers’ content-specific instructional practices with the intent of improving student learning.”

Hammond/McLaughlin and Hirsh

Seven Success Factors

The Partnership Principles

Communication Skills

Coaches as Leaders

The Impact Cycle

Data

The Instructional Playbook

System Support

Knight

Outside Perspective

- Focus on best practices
- Connect Colleagues with one another
- Provide personalized learning non-evaluatively

DeWitt

Transformational Coaching

Compassion

Curiosity

Connection

Courage

Purpose

Aguilar



IN PRACTICE

READINESS

Teachers must feel the need and “enroll” in the opportunity to be coached.

CHOICE

Just like in the classroom with students, teachers need the coaching support to be differentiated to meet their needs.

MATCHED

Teachers must see the match between professional development opportunities and implementation support through coaching.

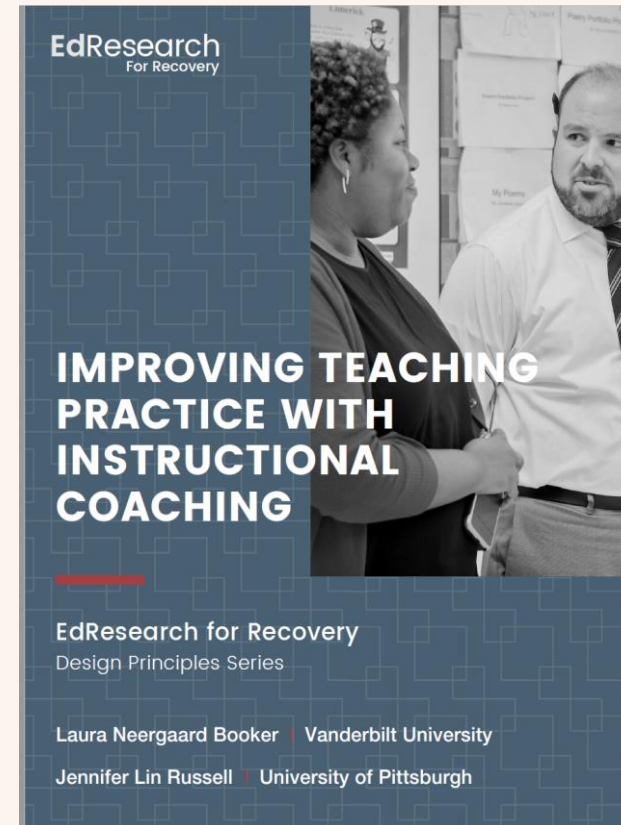
CONTINUOUS

Trust between the teachers and the coach is built through repeated opportunities to watch, to try and to watch again.

EVIDENCE-BASED COACHING PROGRAM IMPLEMENTATION

- SCALE
- COHERENCE
- COST
- CONTINUOUS IMPROVEMENT

*EdResearch for Recovery-Booker, Russell
University of Pittsburgh, Vanderbilt University*





IN MY SYSTEM



SOURCES OF SUPPORT

FEDERAL AND STATE PROGRAMS

DISTRICT PERSONNEL

MINDSET/ROLE CHANGE





WHAT DO THE EXPERTS SAY?

Books and Resources

The Definitive Guide to Instructional Coaching-Seven Factors for Success by Jim Knight

Instructional Coaching-A Partnership Approach to Improving Instruction by Jim Knight

The Instructional Playbook-Knight, Hoffman, Harris, Thomas

Instructional Leadership by Pete M. DeWitt

Coaching for Equity by Elena Aguilar

Coaching Classroom Instruction-Marzano, Simms

Instructional Coaching Group

Job-Embedded Professional Development, Issue Brief-Croft Coggshall, Dolan, Powers, Killion

Improving Teaching Practice with Instructional Coaching-Booker, Russell, Vanderbilt, U of Pitt

“A CANDLE LOSES NOTHING WHEN IT
LIGHTS ANOTHER CANDLE.”

THOMAS JEFFERSON



Amy McCullough and Sunie Caballero

A series of thin, light-brown lines forming an abstract geometric pattern in the top-left corner of the slide.

THANK YOU!

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