



PENNSYLVANIA INSTITUTE FOR
INSTRUCTIONAL COACHING

A partnership of the Annenberg Foundation and
the Pennsylvania Department of Education

Coaching 101+...

Everything you wanted to know about PIIC but were afraid to ask...

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Key terms/phrases you will hear during our work together...

- BDA cycle of coaching
- PIIC 4 quadrant framework
- Collaboration
- Communication
- Confidentiality
- Building relationships
- Job-embedded professional learning

Goals for the day...

- To review the components of effective instructional coaching
- To take a learning walk through the B, D, A cycle of confidentiality, consultation, collaboration, and collective problem solving
- To identify levels of intensity that reflect your work with teachers and other school leaders



On a 3 x 5 card...

What two things
do I want to
“take away”
from today’s
session?



Collaborative Partnership is Like a Good Marriage...

- Listen with intent to understand.
- Respect other's points of view.
- Acknowledge a person's right to choose.
- Listen more than you talk.
- Support partner in achieving his/her goals.
- Lose the ego!



Who are they?

1



2



4



3



Issues: Reflection and Dialogue

| ISSUE | NOTES |
|---|-------|
| Identify the specific results you want from your work with teachers. | |
| Describe the most pressing issues you are facing right now. | |
| Describe a recent success and what you did that contributed to the success. | |
| Describe a challenge and describe what interventions you have made so far. | |

What a Coach is **NOT**...

- Evaluator
- Supervisor
- “The Expert”
- A “Whistle Blower”
- The “Fixer”
- A Substitute

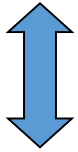


The PIIC Model of Instructional Coaching...

1. Working 1-on-1 and in small groups
2. Focusing on collecting, analyzing, and using data
3. Using evidence-based literacy practices
4. Supporting reflective and non-evaluative practice

The BDA Coaching Cycle

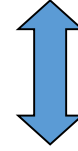
Before →



During →



After



- pre-conference for planning successful instruction w/ individuals or team of teachers

- co-teaching
- modeling
- visiting
- note taking

- offering feedback through reflection and non-evaluative conferences



Turn and talk...

In your role, how do you support teachers in each of the three stages of the BDA cycle of consultation?

Before

(In what ways can I help in the planning stages?)

During

(How do I help provide in-class support?)

After

(What techniques/ advice can I share to help teachers debrief?)

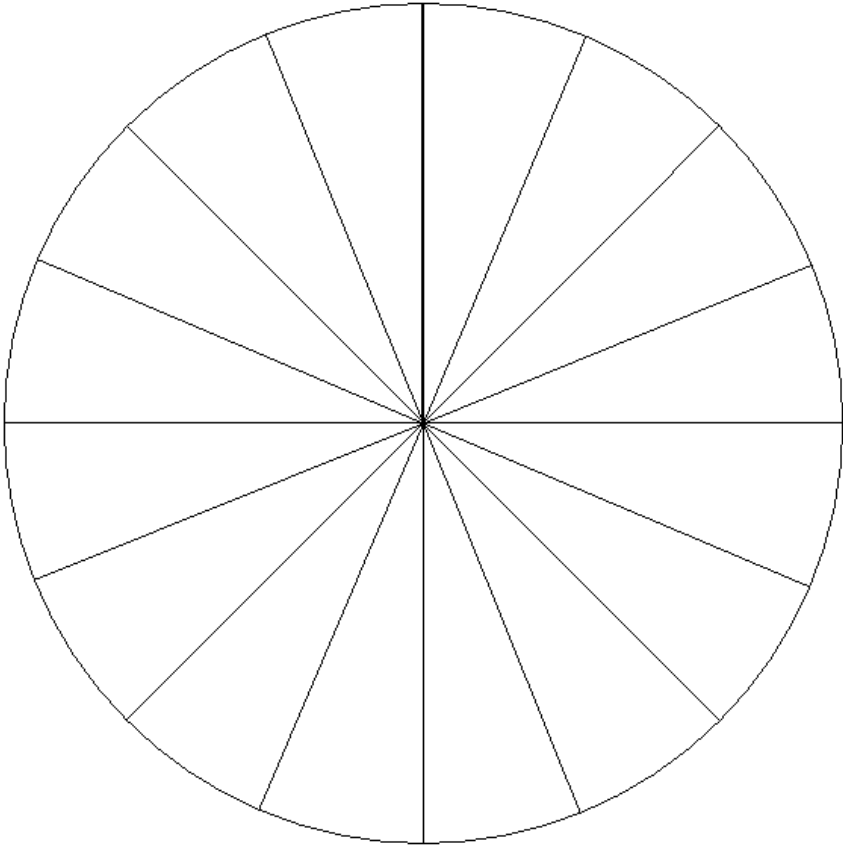


Reflecting on your work...

Time Chart Exercise 1

How do you spend your coaching time?

List your daily activities and then place one activity in each “slice” of the pie. Sample activities include classroom visits, study groups, data collection, etc.

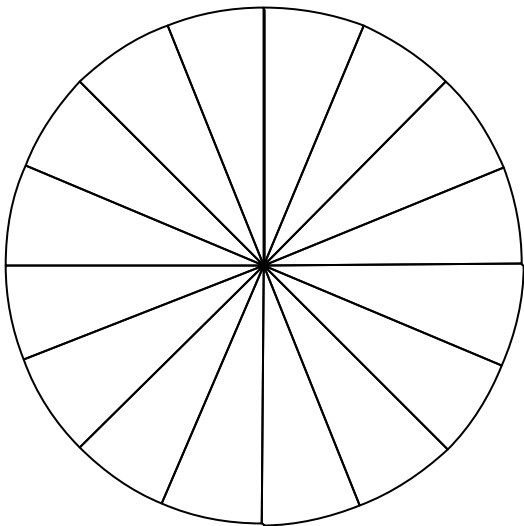


| | | |
|----|-----|-----|
| 1. | 7. | 13. |
| 2. | 8. | 14. |
| 3. | 9. | 15. |
| 4. | 10. | 16. |
| 5. | 11. | 17. |
| 6. | 12. | 18. |

Time Chart Exercise 2

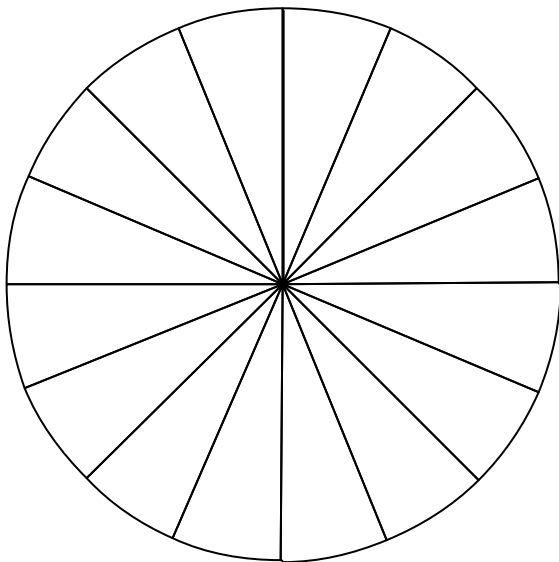
Connecting to Coach's Levels of Intensity

Categorize the activities you listed in Exercise 1 as being a Level 1, 2, or 3 based on the coaches' Levels of Intensity.



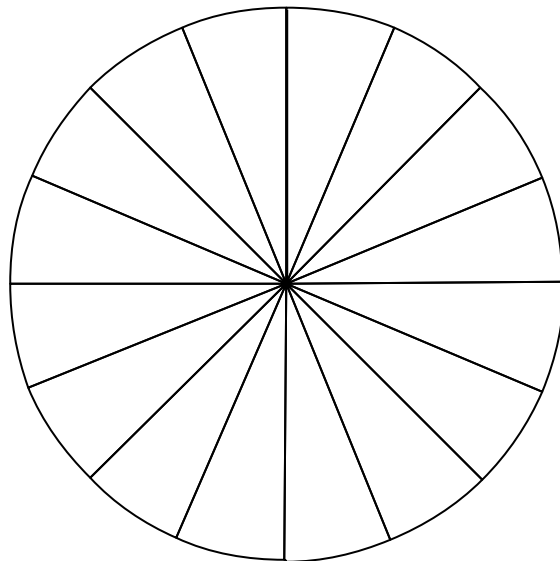
Level 1

(Informal; helps to develop relationships)



Level 2

(Formal, somewhat more intense; begins to look at areas of need and focus)



Level 3

(More formal, more intense; may create some anxiety on part of teacher or coach)

Week beginning:

Weekly Coach Reflection Tool

My plan...

| | |
|--|---|
| <p>1. One on one and small group support: <i>How will you provide one-on-one and small group support to teachers?</i></p> | <p>2. Collecting, analyzing, & using data to identify student needs, assess changes in instructional practice and measure student progress: <i>What types of data will you collect or analyze to support your efforts with teachers? How will you use the data in a "B, D, or A" session?</i></p> |
| | |
| <p>3. Evidence based literacy practices: <i>How will you support the use of evidence based literacy practices with teachers?</i></p> | <p>4. Reflective and non-evaluative practice: <i>How will you reflect on and in your coaching practices this week? How will the teachers reflect with you? How will you reflect with your mentor?</i></p> |
| | |



Ticket out the Door

Write a 140 character tweet
summarizing what you
learned today and share it
with your partner.