

## **Coaching 101: What Every Coach Needs to Know**

# Why Coaching?

- Quick fixes never last and teachers resent them; they resent going to inservices where someone is going to tell them what to do but not help them follow up. Teachers want someone that's going to be there, that's going to help them for the duration, not a fly-by-night program that's here today and gone tomorrow.

Lynne Barnes, instructional coach,  
Pathways to success

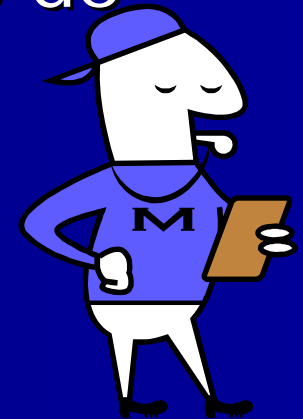
# Please Do Now



- Think of a time during which you coached someone in learning something new. It may be job related or personal. Write about...
- the impact coaching had
- what contributed to the outcome or impact

# Guiding Questions for the Fundamentals of Coaching

- What is instructional coaching?
- What are the qualities of effective coaches?
- What roles do coaches play?
- What type of mentor supports do coaches need?



# What is a coach?

- Take a few minutes and watch the interactions between the two key people in this video.
- Consider the following:
- How would you describe the qualities and actions of this coach?
- How did the coach impact the situation?

# Teamwork: The Power of Collaboration

- Mo Cheeks—The National Anthem
  - [http://www.youtube.com/watch?v=q4880PJnO2E&eurl=http%3A%2F%2Fthefacultyroom%2Ewikispaces%2Ecom%2F&feature=player\\_embedded](http://www.youtube.com/watch?v=q4880PJnO2E&eurl=http%3A%2F%2Fthefacultyroom%2Ewikispaces%2Ecom%2F&feature=player_embedded)
- What stood out for you with regard to the actions of the coach and his impact on the situation?
- Whip Around Topic:

From your own experience with coaching, what contributes to someone being able to work effectively in this role?

# Coaching Defined

- “Coaching is a relationship between two equals, one of whom is committed to making personal and professional improvement ...A coaching relationship provides the opportunity for a reciprocity of gifts of knowledge and skill, caring and support, feedback and celebration...A culture of coaching improves teaching and improves student learning.”

Stephen G. Barkley

Quality Teaching in a Culture of Coaching

# Ten Roles of a Coach

- Resource provider
- Data coach
- Curriculum specialist
- Instructional specialist
- Mentor
- Classroom supporter
- Learning facilitator
- School leader
- Catalyst for change
- Learner



Joellen Killion





# 3-2-1 Roles of a Coach

- 3-2-1 Activity

- Text render the *10 Roles of a Coach*

Identify 3 things that stood out for you concerning the roles.

Describe 2 implications for you as a coach.

List one obstacle you foresee/have already encountered in your role as coach.



# Knight's Partnership Principles: Ingredients for Success

- "The educator's efforts must be imbued with a profound trust in people and their creative power."

--Paulo Fiere

Chalk Talk—Partnership

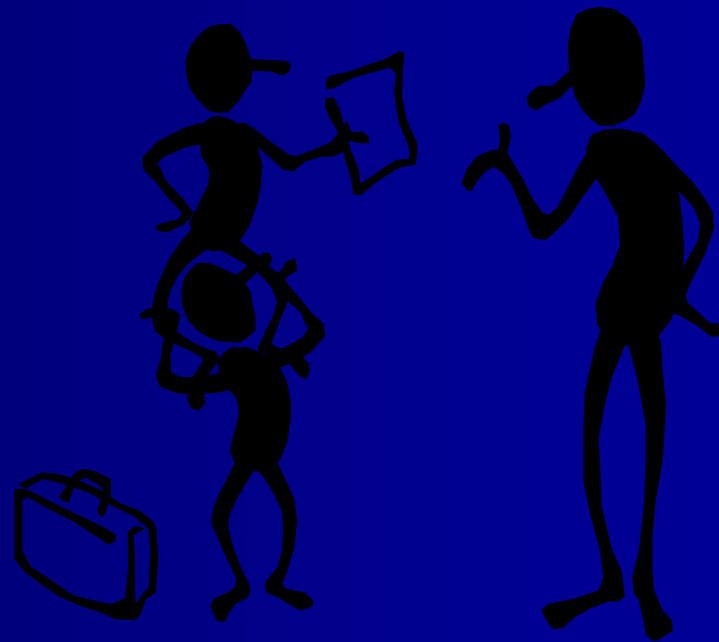


# Knight's Partnership Principles

- Equality
- Choice
- Dialogue
- Praxis
- Voice
- Reflection
- Reciprocity

# Partnership Principles

- Sort the principles



# You're a Coach: Where to Begin?

- Sell your services to teachers
- Introduce yourself to your staff
- Develop an elevator speech—describe your role in 150 words or less—for parents, board members, and administrators
- Meet with administrators to clearly define roles
- Model lessons to alleviate fear
- Use light coaching activities to build trust
- Begin with practical strategies
- Begin with master teachers
- Begin by introducing teachers to the B/D/A cycle of coaching

# The B/D/A Model of Coaching Jigsaw

- Before the classroom visit—Pre-conference planning
- Identify the key elements of the phase of the BDA coaching model you have been assigned.
- Consensus Building Template

# B/D/A Coaching Model

- During– the classroom visit
- Identify the key elements of the phase of the BDA coaching model you have been assigned.
- Consensus Building Template

# B/D/A Coaching Model

- After—the classroom visit—debriefing
- Identify the key elements of the phase of the BDA coaching model you have been assigned.
- Consensus Building Template



# Pre-conference Role Play

- Read your assigned scenario with your partner.
- Identify the techniques the coach uses when working with the teacher.
- Be prepared to share out with the group.

# During The Classroom Visit:

- The History Lesson:
- WEJEW Video and Mediashare Community - Seinfeld History Lesson

Prepare a debriefing of this lesson

One of you will act as the teacher

One of you will act as the coach

# After—The Post Conference

- Script questions for a debriefing conference
- Pair/share activity
- Quad share out

# Coaching=Collaboration



**TEAMWORK!**  
WORKING TOGETHER GETS THE GOODS!



# INSTRUCTIONAL COACHING RESOURCE GUIDE

[instituteforinstructionalcoaching.org](http://instituteforinstructionalcoaching.org)