



# Effective Coaching for School Improvement

with

Joellen Killion | Learning Forward



PCG | *Education*

# Meeting Information

This meeting will be recorded.

All webinar registrants will receive a follow-up email that will include the webinar slide deck, recording and other resources mentioned during the presentation.

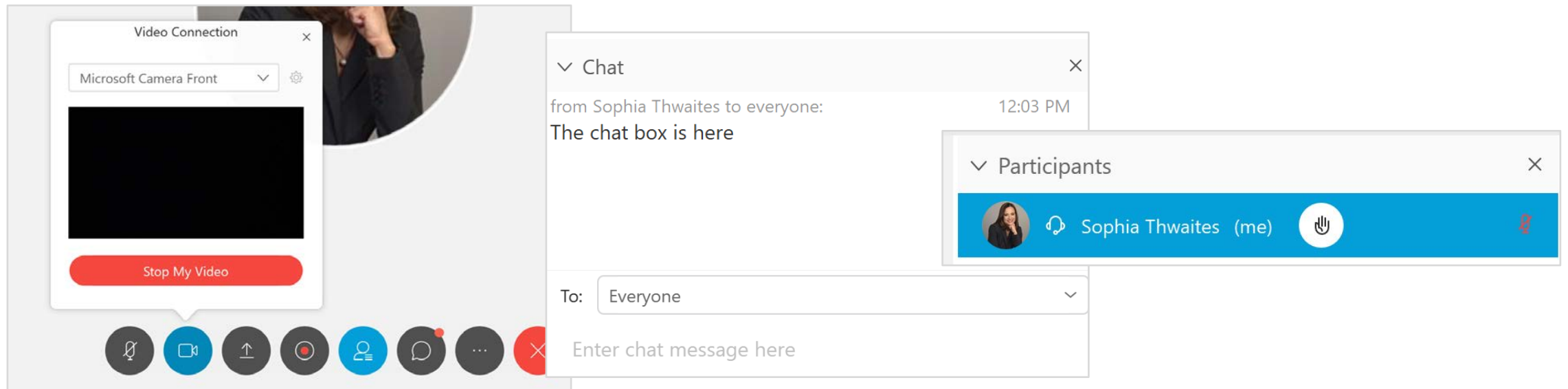
If you're having audio issues, you can call in by phone with the following information:

Call-in Number: +1 415-655-0003

Access Code: 640 504 061#

# Meeting Protocols

- All attendees are muted on entry
- Please use the chat-box in the bottom right corner of screen to communicate with presenters and other attendees
- Please turn off webcam



# Introduction & Presentation Overview

# Presenters



**Joellen Killion**

**Senior Advisor  
Learning Forward**



**Sophia Thwaites**

**Implementation Manager  
PCG Education**



**Christine Lucas**

**District Coach Coordinator  
Fort Bend ISD, TX**



**Joseph Cahill, Ed.D.**

**District Coach  
Fort Bend ISD, TX**

A close-up photograph of a person's hand touching a tablet screen. The background is a blurred library with bookshelves. The image is partially obscured by a green overlay on the right side.

# Agenda

## Effective Coaching for Systemic Improvement

- Introduction
- Characteristics of effective coaching
- Characteristics of effective professional learning
- Impact of scaling the work
- Course overview
- Practitioner perspectives
- Questions & answers

# Characteristics of Effective Coaching & Professional Learning



## Characteristics of Effective Coaching Program

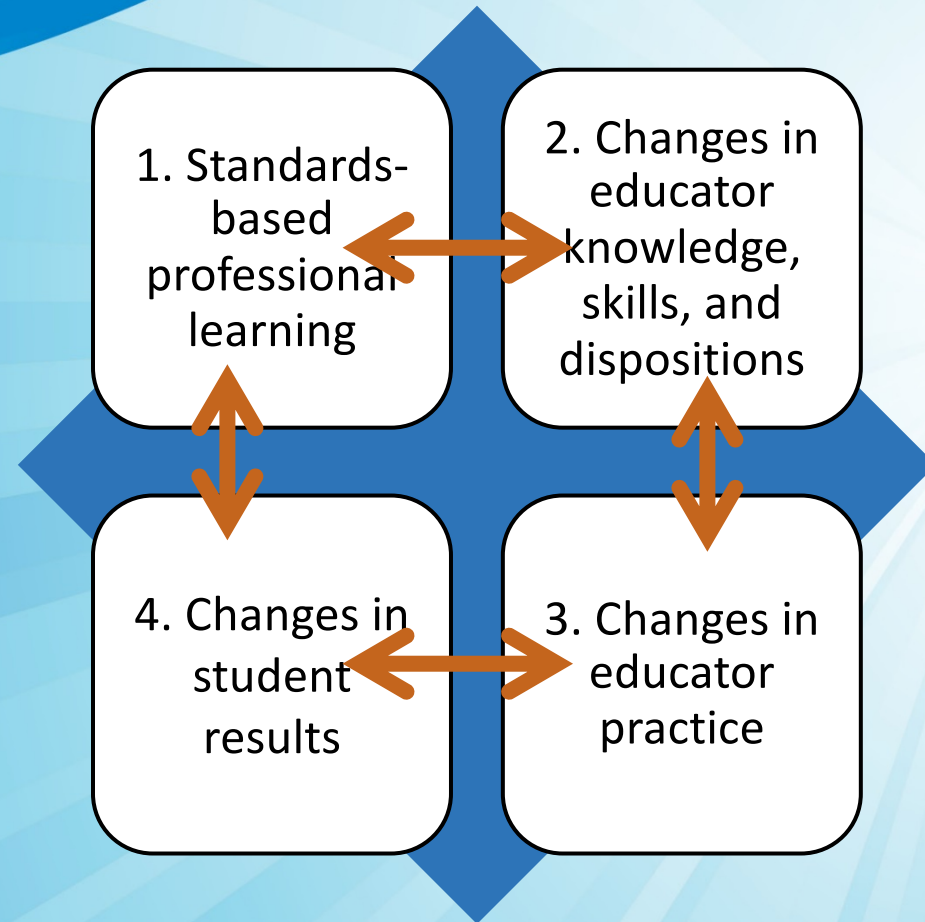
- Occurs within an established coaching program
- Aligns to
  - Criteria for accomplished performance
  - Established student performance goals and approved curriculum
  - Personal professional growth goals
- Exists within a culture of continuous improvement
- Conducted by skillful coach

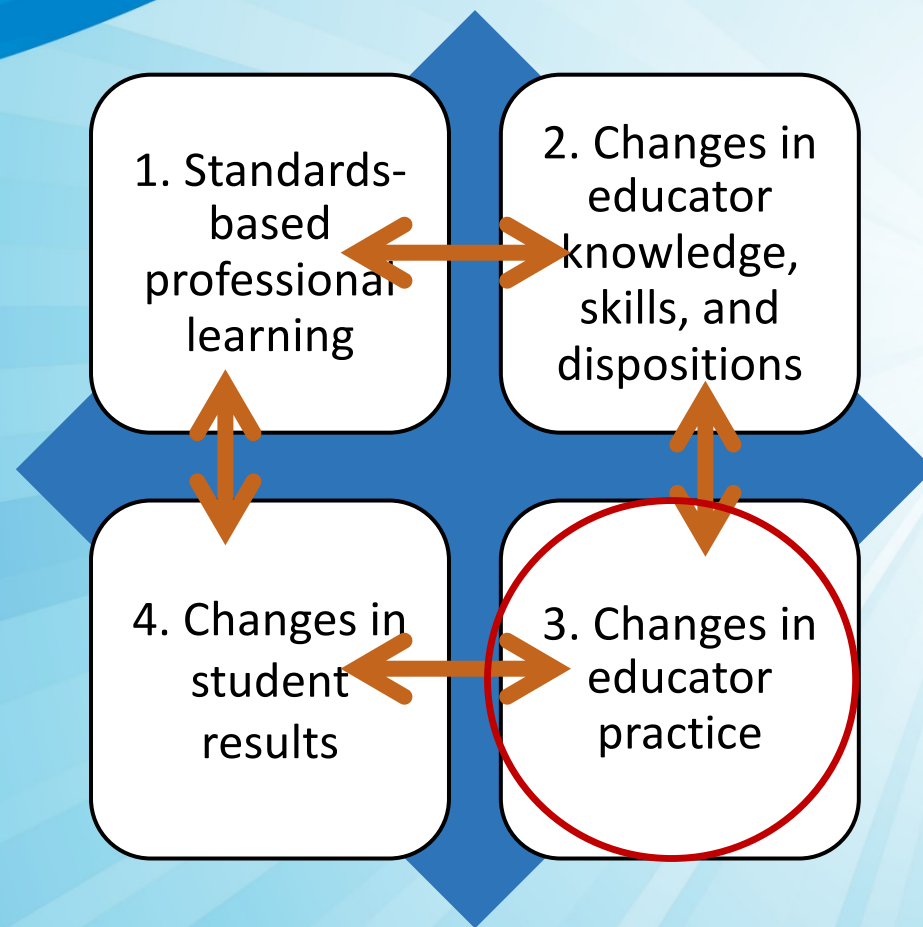




# Characteristics of Effective Coaching

- Personalized
- Adaptive
- Results-focused
- Job-embedded
- Specific
- Deepens implementation of any new initiative







# *for* STANDARDS PROFESSIONAL LEARNING

With support from  
**MetLife Foundation**

## Learning Standards

- Learning communities
- Leadership
- Resources
- Data
- Learning designs
- Implementation
- Outcomes

[www.learningforward.org/standards](http://www.learningforward.org/standards)



# Learning Designs

Professional learning that increases educator effectiveness and results for all students integrates theories, research, and models of human learning to achieve its intended outcomes.



## Implementation

Professional learning that increases educator effectiveness and results for all students applies research on change and sustains support for implementation of profession learning for long-term change.



## Outcomes

Professional learning that increases educator effectiveness and results for all students aligns its outcomes with educators performance and student curriculum standards



## Scaling preparation and support

- Expands opportunities for coach preparation
- Provides for ongoing support and tuning-up coaching skills
- Reduces the need for face-to-face preparation when new coaches are hired
- Supports the coach champion
- Cost-effective
- Assessible



# Impact of Scaling the work

## Coaching Types

- Instructional coaches
- New teacher mentors
- School improvement coaches

## Creating System Impact

- 12 – 14 week engagement
- Common language and approach to coaching
- Improve the coaching cadre, systemically
- Spring/summer cohort in time for new school year

# Course Overview

# Online Course Objectives

In the online course, participants will learn:

1. Definition and importance of coaching
2. The coaching skills – developing relationships
3. The essential elements of strong communication
4. The three types of support: demonstration lessons; collaborative teaching; observation and feedback
5. The complex work of observation and data gathering
6. Assessing coaching's effectiveness and determining accountability
7. Strategies for creating a culture that values and supports coaching

# Course Preview Video



# Online Course Learning Design

Integrates high-quality videos of authentic classroom practices, documentary-style interviews with Joellen Killion, teacher perspectives, and resources to enhance the implementation of effective coaching practices.

Instruction (40%) 20 Hours	Coaching & Collaboration (20%) 10 Hours	Practice (40%) 20 Hours
<ul style="list-style-type: none"><li>• Modeling effective practice through video segments</li><li>• Expert and educator video interviews</li><li>• Interactive sequences</li><li>• Motion graphics and animations</li><li>• Reading and reflections</li></ul>	<ul style="list-style-type: none"><li>• Expert feedback and review from online coaches*</li><li>• Facilitated online peer discussions*</li><li>• Facilitation guides* &amp; resources</li></ul>	<ul style="list-style-type: none"><li>• Scenario-based activities and checks for understanding</li><li>• Mid-course application project*</li><li>• Final capstone application project*</li><li>• Application toolkits</li></ul>

\*In some versions of the course

# Online Coaching Support

- Providing personalized, expert feedback
- Reviewing formative and summative assessments and providing individualized feedback
- Moderating online peer discussions and online communities of practice
- Tracking learner progress and providing proactive outreach
- Collaborating with school-based coaches for integrated support

The screenshot displays a user interface for an online coaching course. The main header reads "EFFECTIVE COACHING TO STRENGTHEN INSTRUCTION" with options to "Share" and "Bookmark", and a "Review Course" button. A navigation menu includes "Syllabus", "Course Outline", "Course Discussion", "Colleagues", and "Grades & Feedback". A "Download Coursework" link is visible. A progress bar shows completion for "Checks for Understanding" (25%), "Final Capstone Project" (35%), "Mid Course Project" (25%), and "Reflection Questions" (15%). A "Final Grade" section is partially visible. A "Coach Allison Atkins" profile is shown with a "Latest feedback" entry dated Dec 27 for a "KEY Reflection Question". A feedback window is open, displaying a student's response to a question about planning conversations and a coach's feedback. The student's response states: "What stood out to me in the planning conversation in all of the demonstration videos is that the coach co-plans with the teacher and doesn't take control of the planning. The coach lets the teacher explain his/her focus, and tell how the lesson should go. What stood out to me in the co-teaching part of the lesson is how Becca and Maggie switched back and forth during instruction by still had clear roles within the lesson. What stood out to me during the debrief was that the conversation was student-centered and that's how they measured the success of the lesson." The coach's feedback reads: "Hi Tina, All great points! I do want to point out that that on the fly coaching isn't always easy to establish. It takes a well-developed relationship and trust for a teacher and coach to work like that. Based on the responses you've shared, I'm sure you are well versed in that dance. Nice work! Allison". The student's grade is shown as 95. A "Close" button is located in the bottom right corner of the feedback window.

# Course Tour

The screenshot shows the Educator ED website interface. At the top, there is a navigation bar with 'HOME', 'BROWSE', and 'MY LEARNING' options. Below this is a search bar with a magnifying glass icon. On the left side, there are several filter menus: 'Resource Type' (Document, Interactive, PD Series, Video, Web, Weblink), 'Subjects', 'Grade Level', 'Topics', 'Frameworks', and 'Sources', each with a 'Clear' button. The main content area displays a grid of video resources. A 'Relevant' filter is applied. The visible resources include:

- Clipboards: A Tool for Informal Assessment** (1:26 mins)
- Conjecturing About Functions** (9:19 mins)
- 12 O'Quad High: Trigonometry in Flight** (14:28 mins)
- Problem Solving Under Pressure** (1:31 mins)
- Roller Coaster Physics** (13:47 mins)
- Teacher Tipster (Color Wheel Math)** (7:59 mins)

Additional video thumbnails are visible at the bottom of the grid.

[plp.educatorred.com](http://plp.educatorred.com)



# Implementation Planning

## Defining success together...

- Identify priorities
- Needs alignment
- Goal setting
- Program selection
- Program rollout
- Webinars
- Engagement & progress reports
- Program analysis & reflection



# Practitioner Perspectives



**Christine Lucas**  
District Coordinator  
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**Joseph Cahill, Ed.D.**  
District Coach  
Fort Bend ISD, TX

# Questions & Answers

# Thank You!



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