Effective Coaching for School Improvement

with

Joellen Killion | Learning Forward

learningforward

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
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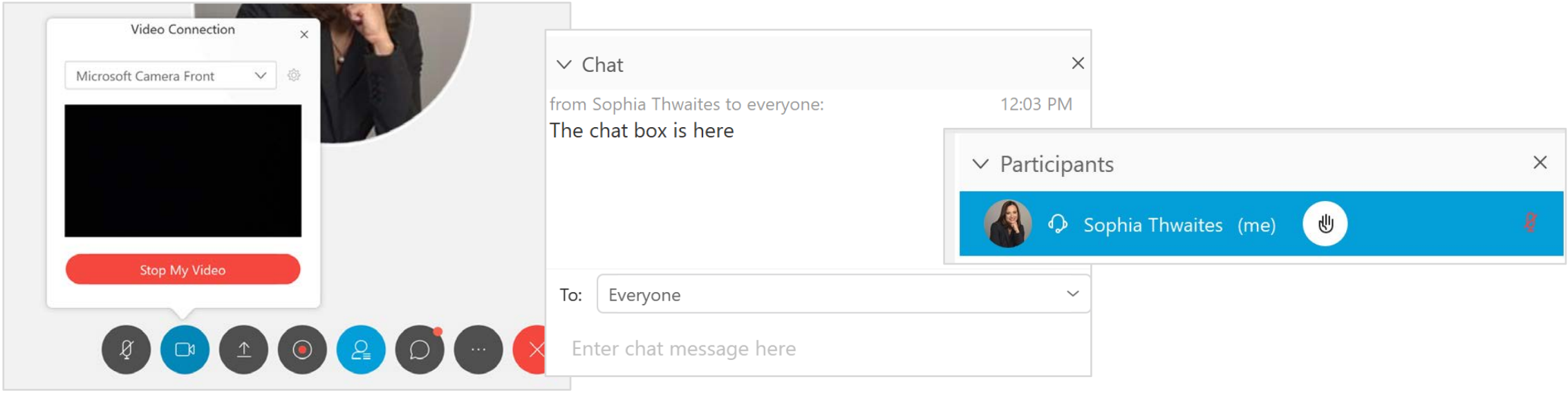
Meeting Protocols

- 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

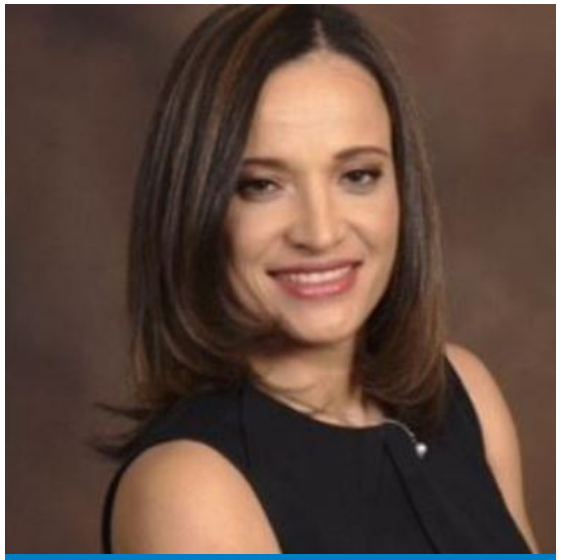


Introduction & Presentation Overview

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

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

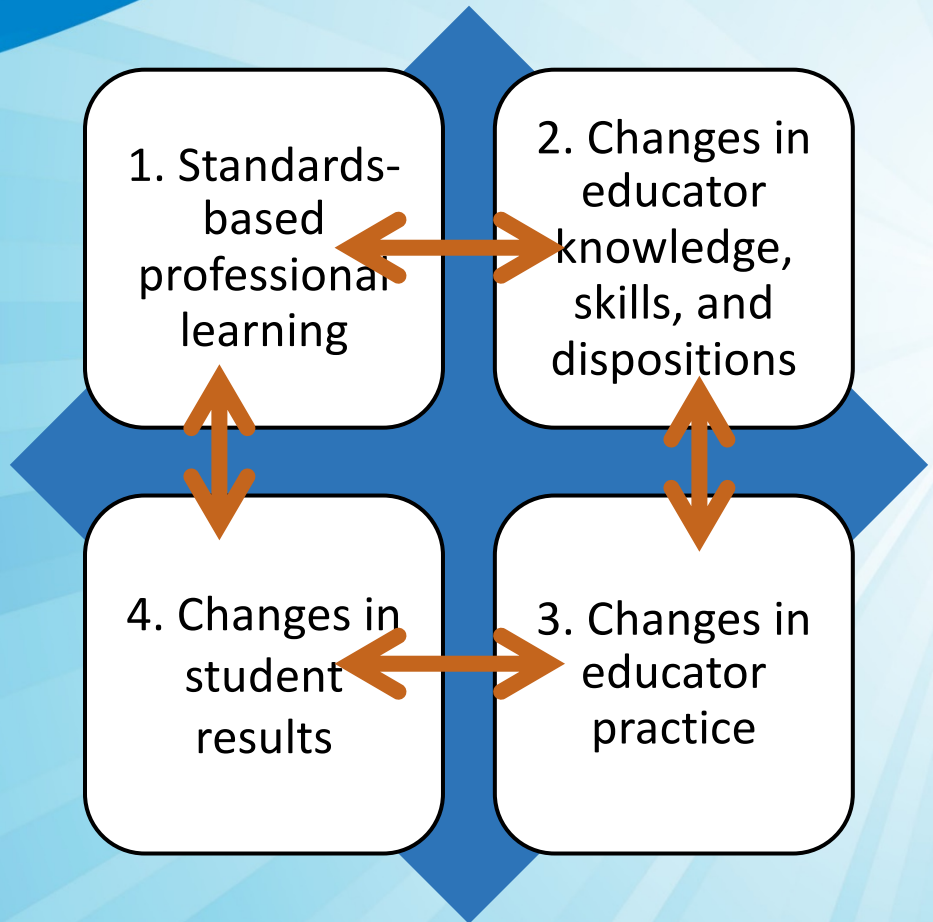
Characteristics of Effective Coaching & Professional Learning

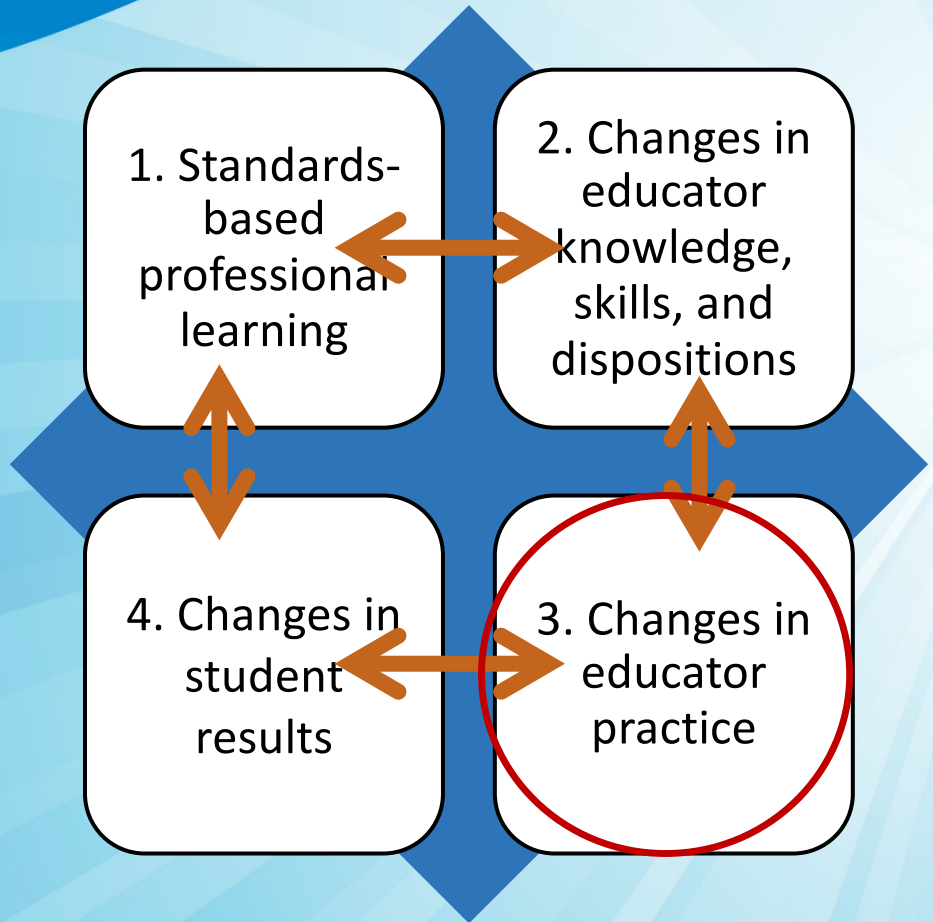
Characteristics of Effective Coaching Program

- 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


1. Standards-based professional learning
2. Changes in educator knowledge, skills, and dispositions
4. Changes in student results
3. Changes in educator practice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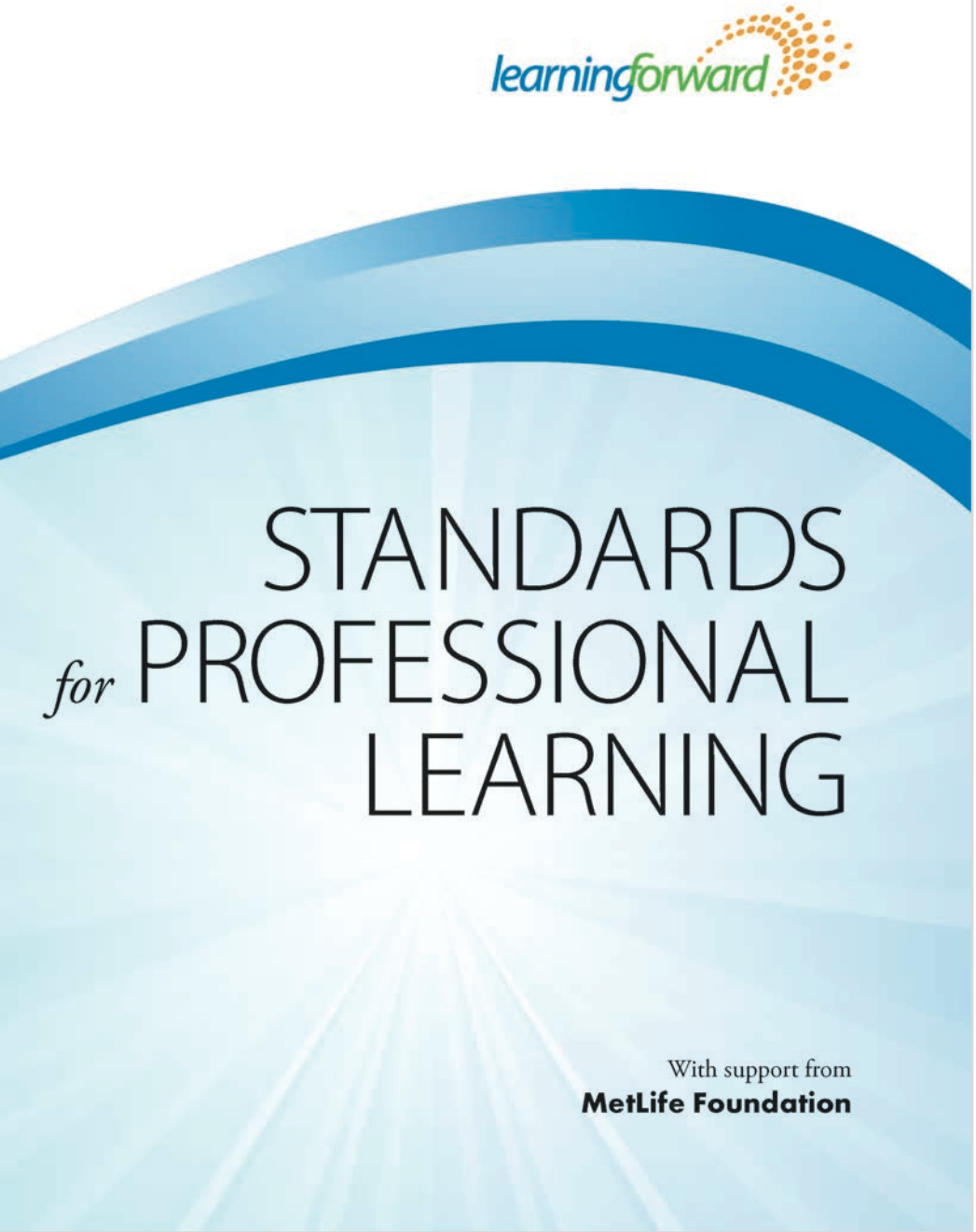


Learning Standards

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

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

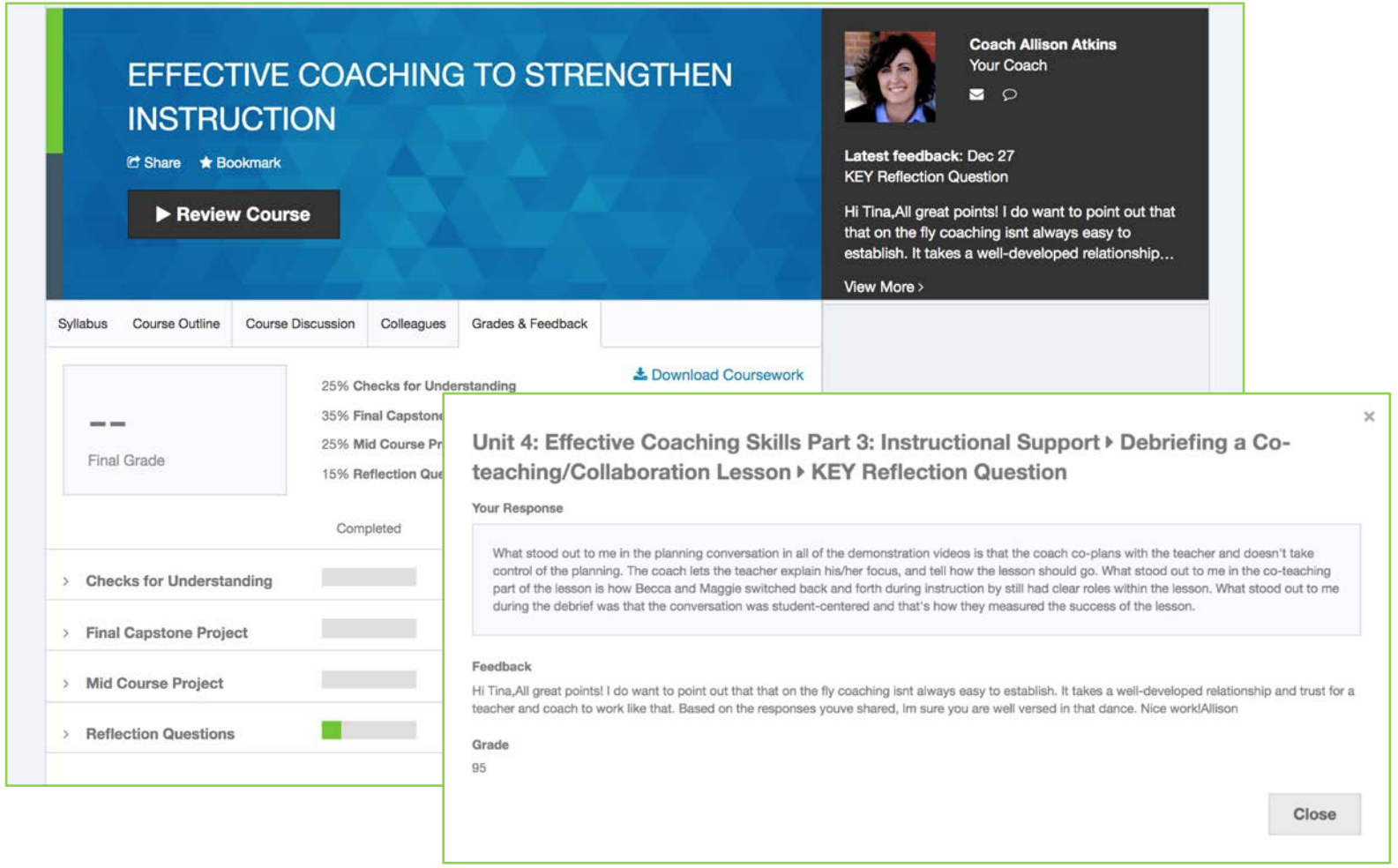
Integrates high-quality videos of authentic classroom practices, documentary-style interviews with Joellen Killion, teacher perspectives, and resources to enhance the implementation of effective coaching practices.

Instruction (40%) 20 Hours	Coaching & Collaboration (20%) 10 Hours	Practice (40%) 20 Hours
• Modeling effective practice through video segments • Expert and educator video interviews • Interactive sequences • Motion graphics and animations • Reading and reflections	• Expert feedback and review from online coaches* • Facilitated online peer discussions* • Facilitation guides* & resources	• Scenario-based activities and checks for understanding • Mid-course application project* • Final capstone application project* • Application toolkits

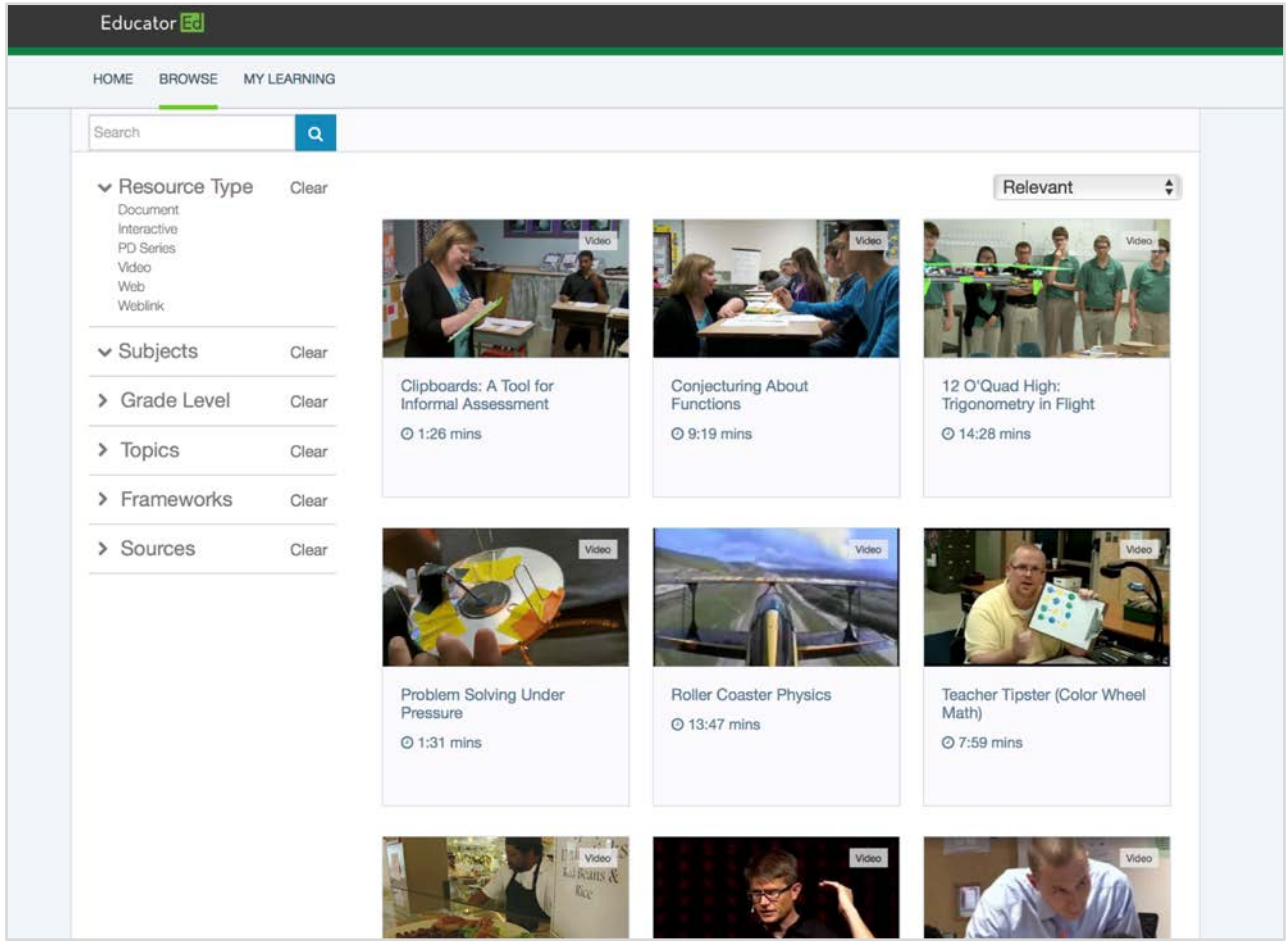
*In some versions of the course

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



Course Tour



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Implementation Planning

Defining success together…

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

Practitioner Perspectives

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District Coordinator
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Questions & Answers

Thank You!

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