

TOOL 14.4**Anticipating the future of coaching**

Purpose: To help groups imagine a future vision for coaching.

Materials: Chart paper, markers, tape, sticky notes, index cards

Time: Approximately 3.5 hours

STEPS		TIME
BEFORE THE MEETING:		
1.	Form a group that includes teachers, coaches, principals, and central office staff.	
2.	Organize the meeting logistics, extend invitations, and create a comfortable workspace.	
AT THE MEETING		
1.	<p>Provide an overview of the task.</p> <p>For example, say:</p> <p><i>We will look into our future and anticipate how education might change, how schools and student learning might change, and how coaching would need to be altered to accommodate the changes we anticipate. We will be engaged in a series of conversations that will help us imagine what coaching will look like in the future and how our current practices need to change to accommodate the changes we anticipate in education.</i></p>	5 minutes
2.	<p>Introduce members.</p> <p>Ask people to introduce themselves and explain why they wanted to participate in the meeting and what they hope will occur as a result of the process.</p>	15 minutes

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3.	<p>Have the first conversation.</p> <p>Ask group members to write their responses to the following question: What future trends are most likely to affect education in the following areas?</p> <ul style="list-style-type: none"> • Families and communities (social system) • Laws and policy at the local, state, and federal levels (government) • Technological advancements (technology) • Education personnel, including preparation, hiring, selection, ongoing professional learning, and career advancement (human capital) • Funding at the local, state, and federal levels (finance) • Values and beliefs of students, families, educators, corporations, nonprofits, higher education, etc. (value system) 	20 minutes
4.	<p>Form groups of four. Ask members to discuss their responses and find the areas where they agree and unique ideas. They should record the ideas on which they agree on yellow sticky notes and unique ideas on blue sticky notes — one idea per note.</p>	10 minutes
5.	<p>Members next post sticky notes on the chart in the area that corresponds with their ideas, then walk around and read the ideas on each chart.</p>	5 minutes
6.	<p>Divide participants into six groups and assign each group one of the areas above. Ask the members to organize the ideas posted on the chart into categories by moving the sticky notes into groups and labeling the groups on the chart.</p>	15 minutes
7.	<p>Report out the labels for each group.</p>	10 minutes
8.	<p>Begin the second conversation. Ask participants to form new groups of four. Assign each member the role of facilitator, notetaker, reporter, or timekeeper. Ask the groups to discuss the following questions:</p> <ol style="list-style-type: none"> a. Where do you see education in the next year? b. Where do you see your school in the next 10 years? c. How do you imagine teaching changing in the next 10 years? d. What will be different for students? How will learning change? e. How will teaching change? 	30 minutes
9.	<p>Have small groups report out the top two ideas in each area. Use trends to inform the conversation.</p>	20 minutes

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10.	<p>Ask group members to write privately, identifying the future changes in education that they believe will most affect coaching. Consider how the current work of coaching might change if the anticipated changes in education occur. Use the questions below to focus your writing. Plan to share your ideas.</p> <p>a. How might coaching change to align with the changes you imagine in teaching and learning?</p> <p>b. What knowledge, attitudes, skills, aspirations, and behaviors might coaches need if their roles change in that way?</p> <p>c. How will coaches' interactions with teachers change? Describe specific changes.</p>	10 minutes
11.	<p>Have the large group re-form into groups of three to share ideas. Group members need not read word-for-word what they wrote but are welcome to do so. After each person shares, group members should describe a coach's typical day in the future, integrating ideas from all three members of the group about how coaching will change.</p>	25 minutes
12.	<p>Ask each triad to report out. Invite members to listen for patterns in the descriptions of a coach's day in the future. After each triad shares, give participants an opportunity to identify patterns they heard. Jot those on chart paper.</p>	20 minutes
13.	<p>Discuss the questions below as a large group. Record the responses on charts to use to develop a plan for the changes ahead.</p> <p>a. How can coaches prepare now to meet these anticipated changes?</p> <p>b. What specifically might you do to prepare?</p> <p>c. What resources, opportunities, etc., are currently available to support such preparation?</p> <p>d. What might be the greatest barriers to these changes in coaching?</p>	20 minutes
14.	<p>Ask the group: In summary, what excites you most about the potential changes for coaches?</p>	10 minutes