

Coaching Experienced Educators: Critical Support in Changing Contexts



Webinar
April 22, 2021

Welcome! We will begin shortly.

If you can see the
slide and hear the music,
you are all set.

All attendees are muted upon entry.
Please use the chat feature for comments
and questions during the webinar.

learningforward 
THE PROFESSIONAL LEARNING ASSOCIATION

Thank you for joining us

The webinar will be recorded and available.

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

Please introduce yourselves in the chat box

- Your name
- Your location
- Your role in the educational sector



[@learningforward](https://twitter.com/@learningforward)

Thank you for joining us



Michelle A. Bowman

Vice President

Networks & Content
Design



*Creating scalable solutions
for systemwide educator and
student learning opportunities*

Participants will ...

- Hear highlights from instructional coaches working with experienced educators.
- Receive strategies, tools, and resources to support experienced teachers to strengthen their practice.
- Reflect on the value of self-examination and a commitment to collective responsibility.
- Share questions and advice within a community of learners.

Opportunity to reflect and share

In the chat box, **please write a personal strength or accomplishment** you have recently noticed in yourself.



Panel discussion



Chris Bryan
@ChrisB12

*Senior Consultant,
Learning Forward*

*Professional Development
Director, One to One Women
Coaching Women*



Misty Miller
@Coach4I

*K-5 Instructional Coach
(Student Performance
Strategist)*

*Fargo School District,
North Dakota*



**Julie Donohue-
Kpolugbo**
@JulieEDonohue

*District Literacy Consultant and
Instructional Coach Coordinator*

*Beaufort Delta Divisional
Education Council, Inuvik,
Northwest Territories, Canada*



Violet Christensen
@vhchristensen

Learning Coach

*St. Vrain Valley School
District, Colorado*

Why coaching matters for experienced educators

Chris Bryan
@ChrisB12



Coaching in changing contexts

V

Volatility

Rate of
change

U

Uncertainty

Unclear
about the
present

C

Complexity

Multiple key
decision
factors

A

Ambiguity

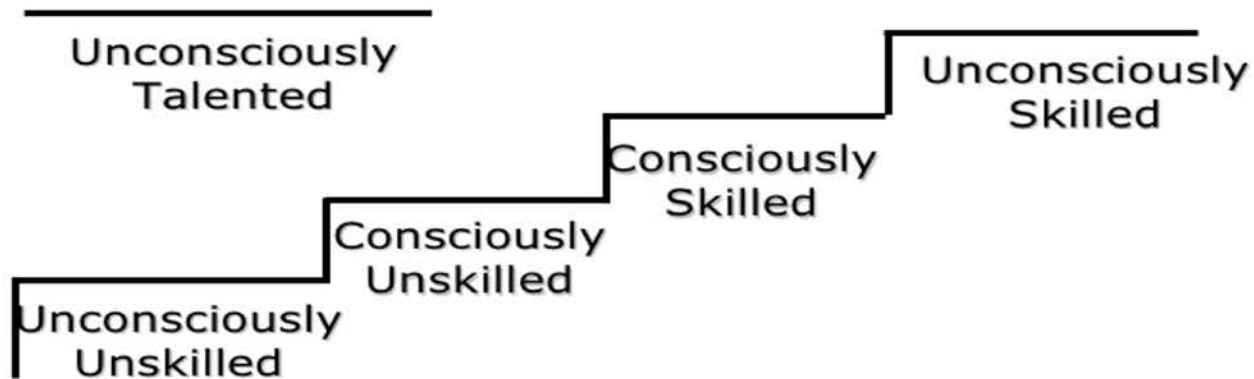
Lack of
clarity about
meaning of a
new event

Setting the context



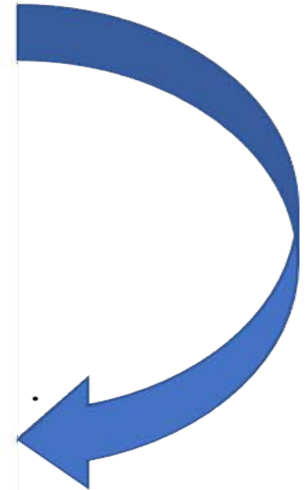
Gordon's Skill Development Ladder

The Art of Teaching



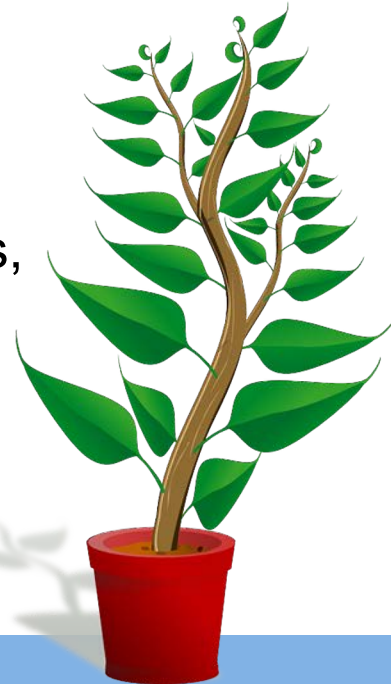
■ Gordon's (1974) Skill Development Ladder

**Coaching
for Impact**



What does coach support look like?

- Focus and practice
- Teach the Developmental Ladder
- Dial up growth mindset skills
- Use affirmations and encouragement to improve self-confidence
- Encourage journaling—Reflect, record thoughts, feelings, progress, strategies used

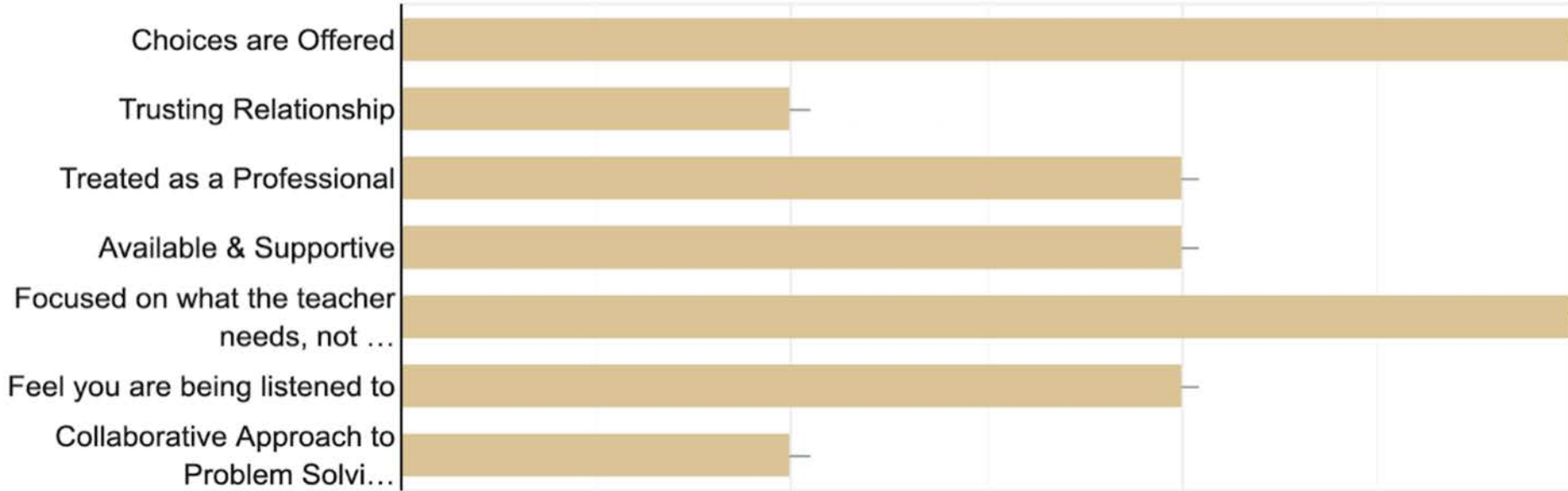


Choosing to Participate

Misty Miller
@Coach4I



It's a choice!






February 1st 9:00am - 3:00pm in Misty's Room

COFFEE & CONVERSATION

Stop in and chat about ways to organize AVMR materials and activities, the new Literacy Footprints and Digital Reader or anything that is on your mind. Bring whatever it is that you want to talk about or just your coffee cup! Please know this is optional.

Needs-driven
@Coach4L



Coffee & Conversation RSVP

Please RSVP by Thursday, January 28th if you would like to stop in and chat on February 1st.

*** Required**

Name or Team *

Your answer _____

What time would you like to meet? (9:00am - 3:00pm) *

Your answer _____

What would you like to talk about? *

- Organizing AVMR Materials & Activities
- Dreambox
- Literacy Footprints
- Digital Reader
- Other: _____

Do you like Coffee or Hot Cocoa? *

- Coffee
- Hot Cocoa

Misty Miller

Small-Group Support

🕒 30 min

Please select a time that works to meet and talk through any math or literacy small-group questions you may have. If you would like to leave me a specific message about what you would like from our meeting, feel free to do that. Areas for discussion may include:

- [Forming Groups & District Expectations](#)
- [Small-Group & Independent Work Resources](#)
- [Progress Monitoring](#)

Select a Date & Time

April 2021



Thursday, April 29

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

🕒 Central Time - US & Canada (9:38pm) ▼

🔧 Troubleshoot

Powered by
Calendarly

- 10:00am
- 10:15am
- 10:30am
- 10:45am
- 11:00am
- 11:15am
- 2:00pm
- 2:15pm
- 2:30pm



Forming Small-Group Support

Would you like support forming small-groups in literacy or math? Please fill out the form below, thanks!

Name *

Short answer text

Math Support - What type of support are you requesting to form small-groups? *

- Option 1: Meet individually with Misty to form small-groups.
- Option 2: Meet as a grade-level team with Misty to form small-groups.
- Option 3: Attend a Zoom session on October 30th

How are you feeling about AVMR small-groups? *

1 2 3 4 5
What are small-groups? ○ ○ ○ ○ ○ I'm already seeing math small-groups, as the FPS expectations state.

Literacy Support: What kind of support are you requesting to form small-groups? *

- All of it!
- Analyzing F&P assessments and other fall literacy data
- Forming groups with similar literacy needs
- Putting together a flexible small-group schedule in either literacy
- Matching learning targets and instructional activities to literacy small-group
- Ways to progress monitor your students in small-groups
- Do not need support in forming literacy small-groups at this time.

Time and Structure
@Coach4l

Type of Interaction

@Coach4l

“planning the number talk together and talking through what I will be doing.”

“Looking at the exit slips and deciding what strategy the students are using.”

“Being able to observe my students while someone else is teaching, also sorting through exit slips and deciding if they are using a split or jump strategy.”



Instructional Coaching Menu

 100% of K-5 classroom teachers will be implementing Number Talks on a weekly basis, by 5/31/20.

Option #1 Strategist Modeling Number Talk

Observation Cycle Details

Pre-Planning Conversation: A conversation between Classroom Teacher and Strategist to plan a Number Talk together.

Observation of Strategist Modeling Number Talk: Classroom Teacher will observe Strategist modeling a Number Talk with students; gather data around aspects of a Number Talk.

Post Observation Conversation: Debriefing conversation; Classroom Teacher shares data collected and together identify next steps to support implementing Number Talks.



Option #2 Classroom Teacher & Strategist Co-Teach Number Talk

Observation Cycle Details



Observation Cycle Details

Pre-Planning Conversation: A conversation between Classroom Teacher and Strategist to plan a Number Talk together.

Co-Teaching a Number Talk: Classroom Teacher and Strategist will co-teach a Number Talk; gather data around aspects of a Number Talk.

Post Observation Conversation: Debriefing conversation; data is shared and together identify next steps to support implementing Number Talks.

Option #3 Classroom Teacher Models Number Talk & Strategist Provides Feedback

Observation Cycle Details

Pre-Planning Conversation: A conversation between Classroom Teacher and Strategist to plan a Number Talk together.

Observation of Classroom Teacher Modeling a Number Talk: Strategist will observe Classroom Teacher modeling a Number Talk with students; gather data around aspects of a Number Talk.

Post Observation Conversation: Debriefing conversation; Strategist shares data collected and together identify next steps to support implementing Number Talks.





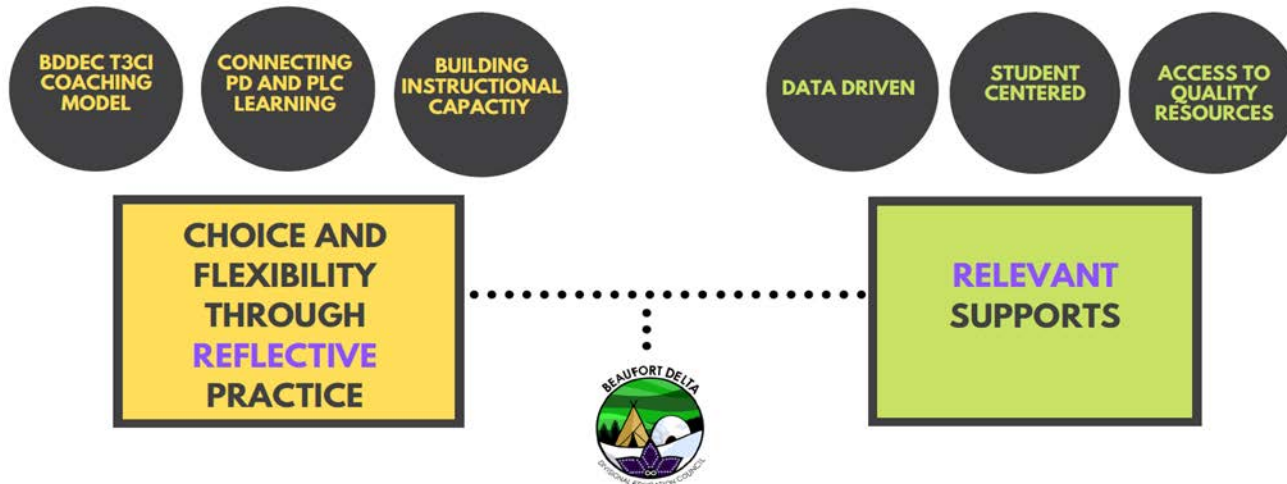
Collaborative Success

Julie Donohue-Kpolugbo
@JulieEDonohue

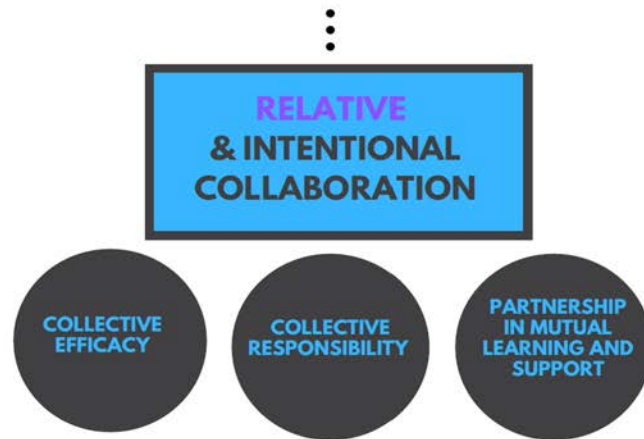


Beaufort Delta Divisional Education Council (BDEC/BDDEC)





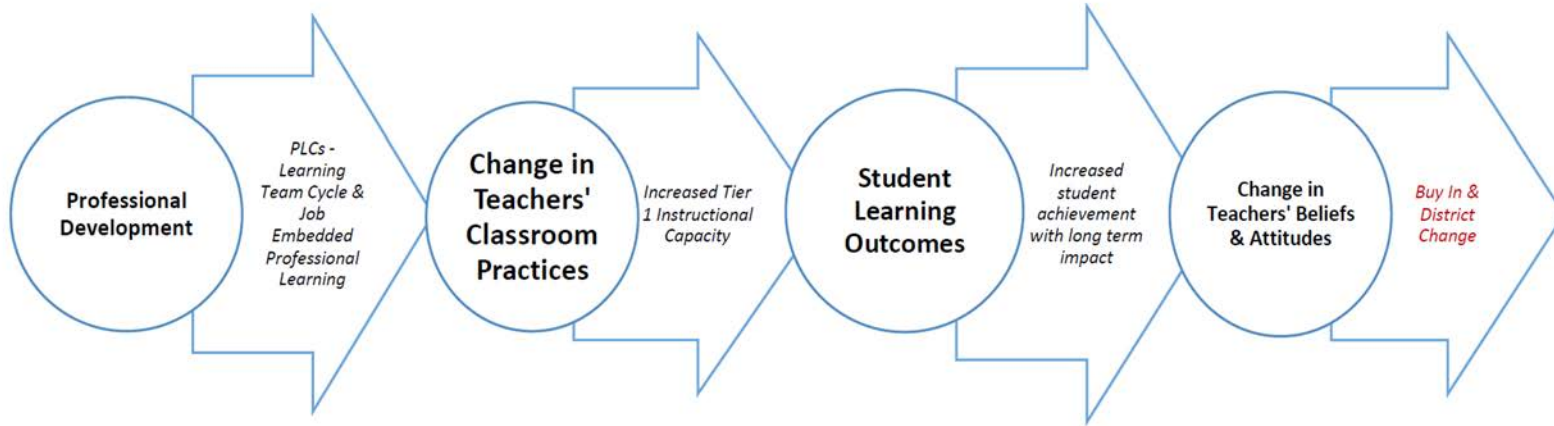
BDDEC COACHING PRINCIPLES



BDDEC Instructional Coaches – Driving Change

A Model of Teacher Change

Thomas Guskey: *Professional Development and Teacher Change*



Change is gradual; Regular feedback; Continued follow-up with balanced support and pressure

Intrinsic Motivation Factors

(Daniel Pink: Drive: The Surprising Truth about what Motivates Us)

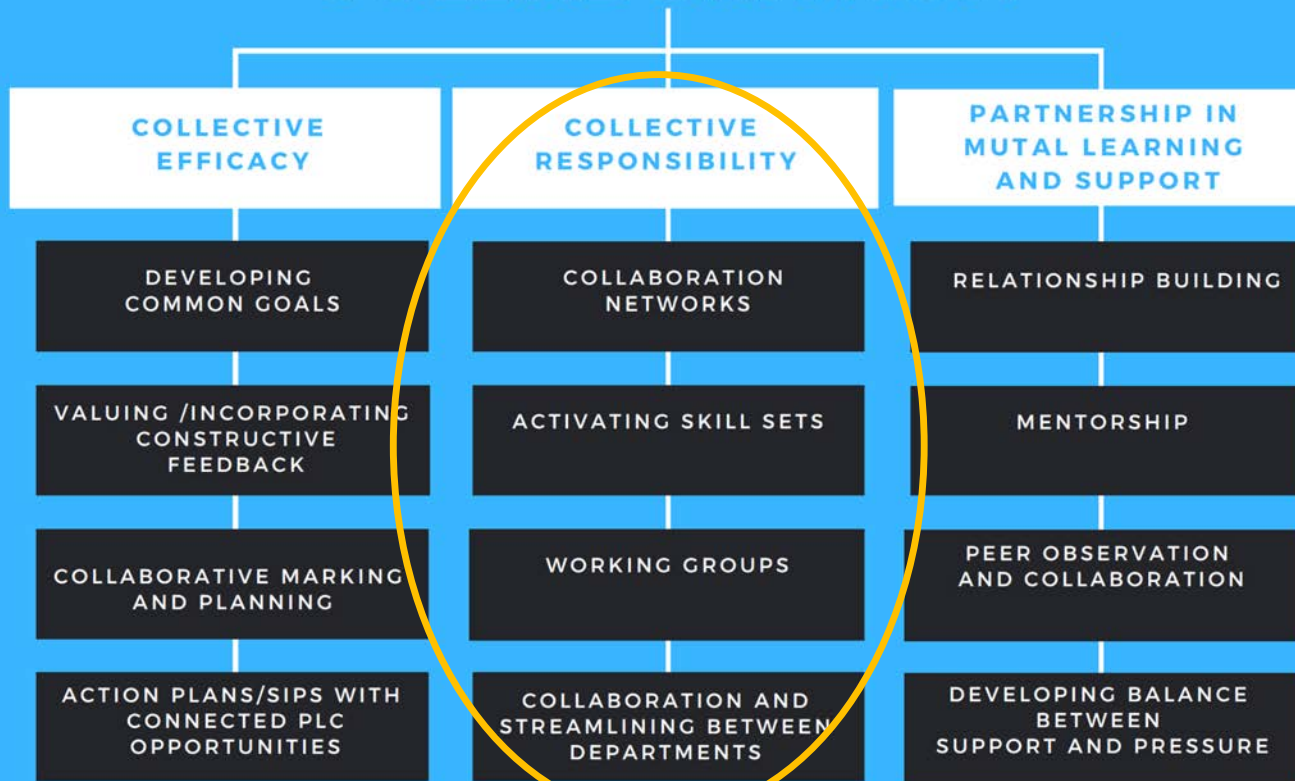
- **Purpose** - having a clear end in mind and connecting what we do to something larger than ourselves)
- **Mastery** - getting better at what we do
- **Autonomy** - having freedom to determine what we do, as well as when, how, and with whom we do it
- **Connectedness** - working in connection with others

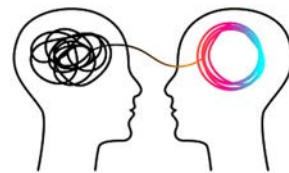
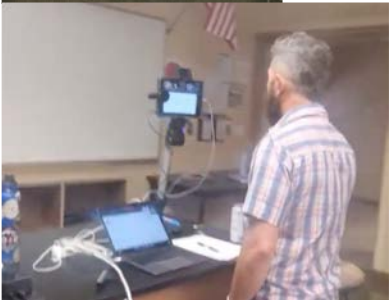
Andragogic Principles

(Malcom Knowles: Adult Learning Theory)

- **Self-Directed** - Involved in the planning of your own learning
- **Experiential** - Leveraging prior learning and experience
- **Immediate** - Relevant Impact & Value
- **Solving Current Problems** - Knowing the whys

RELATIVE & INTENTIONAL COLLABORATION





Moving from 'How to Survive?' to 'How to Thrive?'

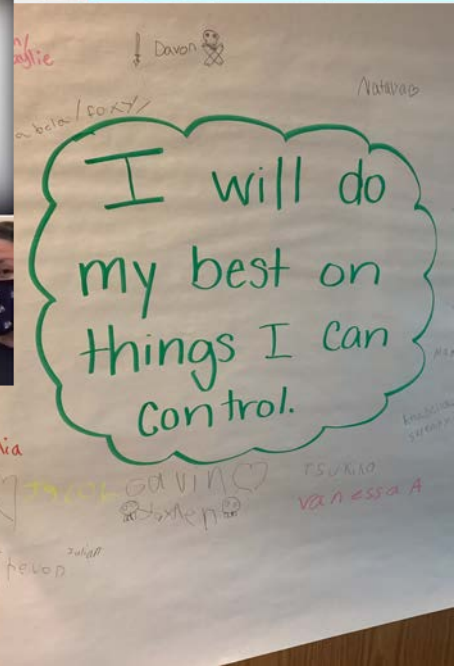
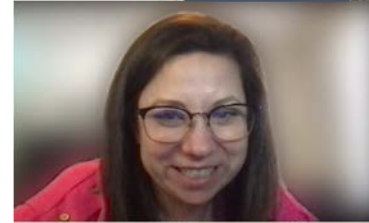
Violet Christensen

@vhchristensen @C3Coaches



Coach's Mindset

- Frame my coaching mindset around the site, team, or individual
- Honor the culture



@vhchristensen
@C3Coaches



States of Mind & Celebrations

- 4 C's of Coaching
 - Coaching, Consulting, Collaborating, & Consoling
- States of Mind-
 - Current → Desired State
- Care, Check, Nudge
- Focus on Wins & Celebrations
 - Toss, Tweak, Treasure



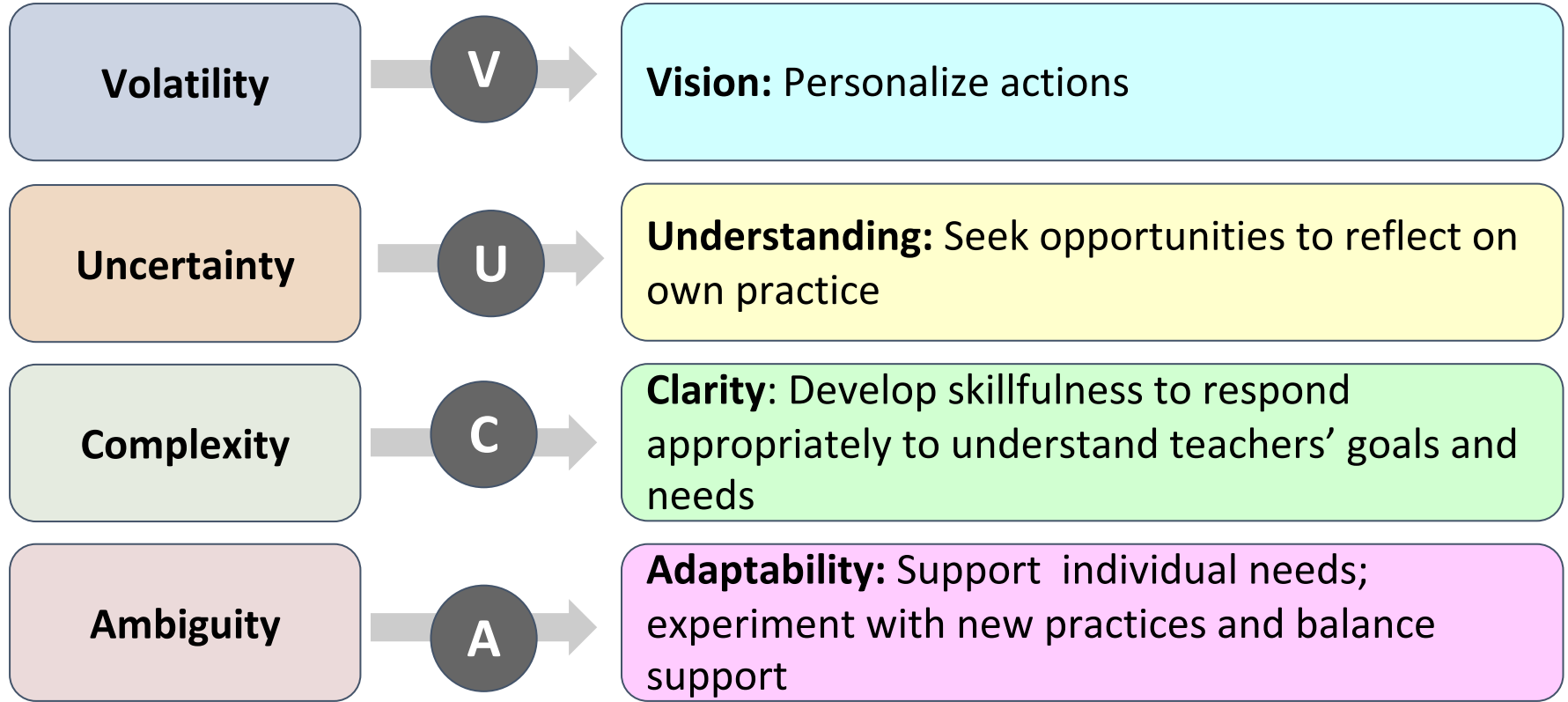
@vhchristensen
@C3Coaches

Administrator and Coach Systems of Support

- Aligning the System—Coach the Administrators
- Needs and Priorities of the Site
- Inter-District Coaching Collaborative
- C3: Connecting Coaches' Cognition Podcast
@C3Coaches



Coaching in changing contexts



Discussion and Questions



Let us hear from you

Please fill out our
**post-webinar
survey**

Visit: bit.ly/3bC0UPp

Mark your calendars

Thursday May 6 3 pm ET	Wednesday May 12 4 pm ET	Thursday May 20 3 pm ET	Tuesday May 25 3pm ET
Celebrating educators: Acknowledge, honor, energize, and renew	Early learning and beyond: Connecting early childhood with K-12 so every student succeeds	Strategies for summer: How to support students and families	Re-visioning and building capacity for literacy instruction in the 21st century

Online resources

The screenshot shows a user interface for an online course. At the top, there's a navigation bar with icons for Course Home, Announcements, Content, Calendar, Discussions, Assignments, Video Assignments, and Groups. Below this is a header image with the text "Inspiring Growth through Powerful Coaching". A sidebar on the left contains "Bookmarks" and "Recently Visited" sections. The main content area features a "Course 7 facilitator" section with two profiles: Julieen Killion and Shanon Heineke. Below this is a "What is Coaching?" section with a list of bullet points. At the bottom, there are "Definitions of coaching" and a "Share something to get started..." prompt.

The cover of "THE LEARNING PROFESSIONAL" magazine features a young child with curly hair, wearing a grey t-shirt, crouching on the floor with colorful blocks and a purple toy. The text "EARLY LEARNING" is prominently displayed in purple. The Learning Forward logo is in the bottom right corner. The issue information "April 2021, Vol. 42, No. 2" is in the bottom left.

The screenshot shows a blog post from Learning Forward. The header includes the Learning Forward logo and "THE PROFESSIONAL LEARNING ASSOCIATION". The main heading is "Learning Forward Blog". Below it is a featured article with the title "Want your ARP funds to have long-term impact? Collect data." by Melinda George, dated Apr 2, 2021. The article text states: "In the coming weeks, states and districts across the U.S. will receive a huge infusion of much-needed cash, thanks".

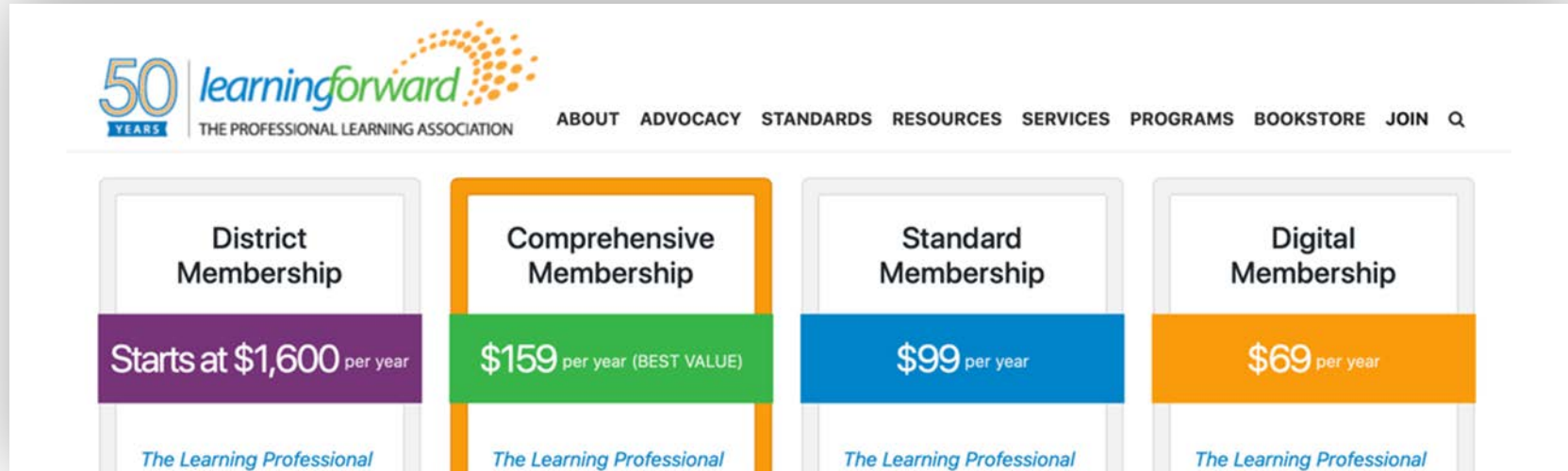
New online course: Powerful Communication Skills for Coaches

The screenshot shows a web-based tool titled "Professional Learning State and District Planner". It features a large green arrow graphic pointing upwards and to the right. The main text reads: "The Title IIA Equity Multiplier: Leveraging Curriculum, Instructional Materials, and Professional Learning for All Students and Educators". Below this are two buttons: "State Education Agency (SEA)" and "Local Education Agency (LEA)". At the bottom, there is a "Professional Learning System Framework" table with five stages:

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Define the Vision	Examine Evidence to Drive Improvement	Design and Implement the Learning Plan	Support and Monitor	Scale and Institutionalize
State Level (SEA) Local Level (LEA)	State Level (SEA) Local Level (LEA)	State Level (SEA) Local Level (LEA)	State Level (SEA) Local Level (LEA)	State Level (SEA) Local Level (LEA)

Learning Forward memberships

- Get \$10 off any new Learning Forward membership
 - Use coupon code **LFWebinars***
 - **Visit** <http://learningforward.org/membership>
- * Code valid for new members only



The screenshot displays the Learning Forward website's membership page. At the top left is the logo for the 50th anniversary of Learning Forward, with the text "50 YEARS" and "learningforward THE PROFESSIONAL LEARNING ASSOCIATION". To the right of the logo is a navigation menu with links for "ABOUT", "ADVOCACY", "STANDARDS", "RESOURCES", "SERVICES", "PROGRAMS", "BOOKSTORE", "JOIN", and "Q". Below the navigation menu are four membership options presented in vertical cards:

Membership Type	Price	Value
District Membership	Starts at \$1,600 per year	
Comprehensive Membership	\$159 per year	(BEST VALUE)
Standard Membership	\$99 per year	
Digital Membership	\$69 per year	

Each membership card also includes the text "The Learning Professional" at the bottom.

Webinar sponsorship opportunities

Align your brand with Learning Forward's highly popular webinar series. Thousands of professional development leaders come to Learning Forward to learn from top thought leaders through our webinar series.

Each webinar will have just one sponsor who will receive:

- Company name on the opening slide
- Logo on the closing slide
- Company name on the confirmation email
- Company name on webinar follow-up email
- Banner on the webinar page
- One email sent to attendees from Learning Forward on your behalf

Remote but accessible:
Reaching students of all abilities during distance learning

Webinar
May 14, 2020

learningforward
THE PROFESSIONAL LEARNING ASSOCIATION

Welcome! We will begin shortly.

Sponsored by [SPONSOR NAME]

Sponsored by

225 X 100

www.learningforward.org

Thank you!

