



Coaches inspiring change during difficult times

April 7, 2022

Link to slides: https://learningforward.org/wp-content/uploads/2022/04/Webinar_4-7-22.pdf

Contact info for the panelists:

- Michelle Robellard - mrobellard@newteachercenter.org
- Amanda Bellas – amanda.bellas@hcps.net
- Ayana Etienne – ayana.etienne@hcps.net
- Nadira Singh - nadira.singh@gcpsk12.org

Unique ways attendees are motivating and uplifting teachers during this stressful time:

- Gamifying meetings.
- Positive feedback, support, & chocolate.
- Being available and helpful.
- Focus on little successes and remind teachers of their efficacy.
- Positive feedback that reinforces best practices.
- Meet teachers where they are... no judgement.
- Offering monthly book draws.
- Occasional email check-in. Sometimes random/general. Sometimes specific and personal.
- I share my experience as a teacher, so they know I relate to them.
- Celebrating teachers in-person and on Twitter.
- Notes of encouragement and frequent treats.
- Specific, authentic, positive feedback.
- Highlight the positives I am seeing in their classroom.
- Weekly teacher tips and celebrations.
- Listening!
- I arrange time to just be together...lunch chats, after work gatherings.
- Covering duties.
- Bringing realistic scenarios that allow for hope and more freedom for creativity.
- Words of affirmation and encouragement.
- Have empathy and give them grace.
- Share a specific event from my life which I overcame.
- Start the meeting with a celebration - what is working well?
- Fun connectors or surprise inexpensive gifts in the school courier mail.
- Chocolate, free lunch duty, & encouragement.



- Provide a safe space for leaders to be vulnerable and a place where they are listened to.
- Giving the gift of time.
- Surprise drop-in incentives and celebrations.
- Being positive!
- I send personal notes and communications to touch base with people to see how they are personally and professionally.
- Self-compassion.
- Being available for questions, and offering a LOT of grace with timelines, etc.
- Reminding teachers they are already doing the work every day, and that I am here to support that work.
- 1:1 active listening and teacher SEL.
- Ask them “What are their goals that they would like to achieve with their students?”
- Tap into their strengths and interests, their creative skills.
- Actively listen to identify their needs.
- Celebrating strengths and wins with kids.
- Providing opportunities for THEM to lead and thinking about what they want to work on.
- Language of appreciation - knowing what individual teachers prefer as their language of appreciation.
- Keeping change small and manageable.
- Making sure they feel valued and seen.
- Focus on the successes.
- Honoring the work they do publicly and 1:1.

Learning Forward resources:

- [Learn how we can help you establish a clear strategy for recovery and reinvention planning](#)
- [Explore our upcoming online courses](#)
- [Use the *Professional Learning State and District Planner*](#)
- [Read articles from our latest magazine issue: *Building Community in a Divided World*](#)
- [Learning Forward webinars](#)
- [Learning Forward blog](#)
- [Get \\$10 off any new Learning Forward membership using the code: **LFWebinars**](#)