Instructional Coaches and Principals: An Essential Partnership for School Success

Webinar
April 13, 2023

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.
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
Let’s get started

Sharron Helmke
Vice President
Professional Services
Learning Forward
<table>
<thead>
<tr>
<th>Participants will ...</th>
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<tbody>
<tr>
<td>• See how learning-focused partnerships between principals and instructional coaches lead to teacher and student growth.</td>
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<tr>
<td>• Examine the characteristics of effective building-level instructional coaching programs.</td>
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<td>• Gain strategies for effective communication and feedback between the principal and coach.</td>
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<td>• See how principals support coaching through the allocation of time and resources.</td>
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<td>• Gather ideas for making coaching a key part of teacher retention and support strategies.</td>
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Standard frames – Where are we?

• Rigorous content for each learner
• Transformational processes
• Conditions for success
Two campuses, two different experiences
Two sides of the same coin
Panel discussion

Crystal Cooper
Principal
Starling Elementary School
Gwinnett County Public Schools
Grayson, GA

DeVonya Prather
Instructional Coach
Gwinnett County Public Schools
Suwanee, GA

Larissa McCoy Mitti
Principal
Leto High School
Hillsborough County Public Schools
Tampa, FL

Robyn Sullivan-Jackson
Literacy coach, Reading Department head, & mentor
Leto High School
Hillsborough County Public Schools
Tampa, FL
The Intersection of Building a Blueprint for High-Quality Instruction

Crystal Cooper
and
DeVonya Prather
## STRONG Principal-Coach Relationship

<table>
<thead>
<tr>
<th>Built on Relationship</th>
<th>Anchored in Continuous Communication</th>
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<tbody>
<tr>
<td>- Trust and Rapport</td>
<td>- Principal Voice</td>
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<tr>
<td>- Coherence and Collaboration</td>
<td>- One Voice-Clarity</td>
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<tr>
<td>- Remove Barriers</td>
<td>- Proactive and Reactive</td>
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<td>- SEL and Classroom Management</td>
<td>- Collaborative and Continuous</td>
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<thead>
<tr>
<th>Focused on Student Outcomes</th>
<th>Makes Impact on Teacher Support and Collegiality</th>
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<tr>
<td>- Coaching Cycle</td>
<td>- Data-driven Toward Professional Development for All</td>
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<td>- District-Focused</td>
<td>- Resource Collectors</td>
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<tr>
<td>- School Improvement</td>
<td>- Best Practices</td>
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<tr>
<td>- MTSS and Actionable</td>
<td>- Goal-Oriented</td>
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<td></td>
<td>- Morale Leveler</td>
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A Transparent Moment of Shifting

Great leaders don't let their mistakes go unresolved.

@reallygreatsite
# Starling Elementary School Artifacts

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### Starling Collaborative Planning Cycle

- **Act**: Review Common Assessment Data
  - Use of Student Work
  - Monitor data results
  - Reflect on practice and student learning
  - Identify areas for growth

- **Plan**: Ensure instruction is coherent and focused on student learning
  - Use data to inform instruction
  - Plan instruction that addresses student needs

- **Do**: Teach the lesson as planned
  - Ensure implementation of planned instruction
  - Monitor student progress daily

- **Check**: Check student progress daily through formative and summative assessments
  - Maintain ongoing monitoring of student progress
  - Adjust instruction based on student performance

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<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Topic</th>
<th>Presenter</th>
<th>Location</th>
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<tbody>
<tr>
<td>2/22</td>
<td>9:30</td>
<td>7th Grade Writing</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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<tr>
<td>2/22</td>
<td>10:00</td>
<td>8th Grade Writing</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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<tr>
<td>2/22</td>
<td>10:30</td>
<td>8th Grade Social Studies</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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<tr>
<td>2/22</td>
<td>11:00</td>
<td>7th Grade Social Studies</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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<tr>
<td>2/22</td>
<td>11:30</td>
<td>8th Grade English</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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<tr>
<td>2/22</td>
<td>12:00</td>
<td>7th Grade Math</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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<tr>
<td>2/22</td>
<td>12:30</td>
<td>8th Grade Science</td>
<td>E. Ribrator</td>
<td>Classroom</td>
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### Agenda Items

- **Notes**
  - Notables
  - Class Data Already Received

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### Next Steps/Action Items

- **Next Steps**
  - Cannot be updated by students

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### Starling Collaborative Planning Cycle

- **Design and provide interventions, enrichment or acceleration as needed**
  - The 7th and 8th grade team will review plans and adjust as needed based on student performance
  - Provide opportunities (climate targeted IEP plans)
  - Monitor data results
  - Reflect on practice and student learning
  - Identify specific student needs

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### Starling Collaborative Planning Cycle

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What Have We Learned?

1. Be the voice of the teacher and the champion for the kids.
2. Learn, grow, and be receptive to feedback from coach and principal.
3. Have consistent meetings — proactive, scheduled, with feedback.
4. Create a visible, reflective structure and plan between administrators and coaches.
5. Be willing to pivot when challenges arise and advocate for yourself and your position as coach.
6. Be adaptable to change (eg. pilot test, administration, processes, etc.).
7. Don’t assume anything, but remember the power of a conversation.
Larissa McCoy Mitti
and
Robyn Sullivan-Jackson
LETO HIGH SCHOOL'S WAY OF WORK

Student Achievement & Observation Data
- LT & ILT
- Instructional Priorities (IPs)
  - PLCs
  - PD
    - Right on Time Walkthroughs, IP Walkthroughs, Required Observations, & ILWs
    - Student Achievement on Common Formative & Summative Assessments

Support
- Monitor

Differentiated PD & EdCamps
- Coaching Cycles
- New Teacher Wingmen & Support Sessions

Looking at Student Work Protocol
- IP Specific Learning Walks
- Lesson Rehearsal Protocol

Monitor

Right on Time Walkthroughs, IP Walkthroughs, Required Observations, & ILWs

Student Achievement on Common Formative & Summative Assessments

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GENERAL PROCESS FOR PD & SYSTEM IMPLEMENTATION

1. Collect Student Achievement and Observation Data
2. Disaggregate Data with ILT & LT and Highlight Trends
3. Create System or Professional Development to Address Concerning Trends
4. Implement System or Professional Development
5. Monitor Implementation of System or Professional Development and Request Feedback from Stakeholders
6. Revise System or Professional Development Based on Feedback
7. Rinse and Repeat in Real Time

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INSTRUCTIONAL PRIORITIES

- Enhance student motivation by establishing academic goals and developing intrinsic mindsets
- Set high expectations for deep engagement and academic ownership using grade-appropriate assignments and consistent, collaborative communication
- Create and use authentic assessments that encourage student voice and honor targeted feedback
Discussion and Questions

Ask Us
Resources for Coaches and Principals

Role-based Action Guides
- [https://standards.learningforward.org/action-guides/](https://standards.learningforward.org/action-guides/)

Innovation Configuration Maps
- [https://standards.learningforward.org/ic-map-tool/coach/](https://standards.learningforward.org/ic-map-tool/coach/)

Coaching Resource Page
- [https://learningforward.org/coaches/](https://learningforward.org/coaches/)

The Learning Professional
- [https://learningforward.org/the-learning-professional](https://learningforward.org/the-learning-professional)
Let us hear from you

Please fill out our post-webinar survey

https://www.surveymonkey.com/r/R2LN3VW
Mark your calendars

Standards Week
April 24–28

- Daily webinars
- New tools
- Implementation strategies

Online Course
May 8-10

Introduction to Standards for Professional Learning
Online resources

Look for follow-up resources, including a recording of this webinar and slides:

- Read latest issue of *The Learning Professional*
- Check out the Learning Forward blog
- Use the *Action Guide for Principals*
- Coaching Resources
Learning Forward's Annual Conference
Evidence into Action

December 3 – 6, 2023
Washington, DC
#LearnFwd23
Learning Forward memberships

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Thank you!