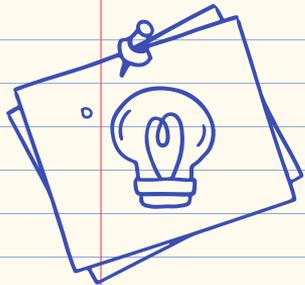




Coaching Instructional Coaches: A Guide for Administrators



Designed and Presented by:

Dr. Kitty Crawford





Introduction of the Presenter

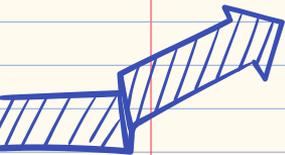


First, a Quote



“The interesting thing about coaching is that you have to trouble the comfortable and comfort the troubled.”

- Ric Charlesworth



Organization of this Session

01

Defining the
Instructional
Coach

02

Roles of
Instructional
Coaches

03

Supporting
Instructional
Coaches

04

Rewards &
Challenges:
What the
Coaches Say

05

Advice for
Administrators:
What the
Coaches Say

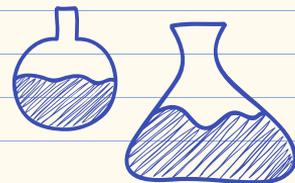
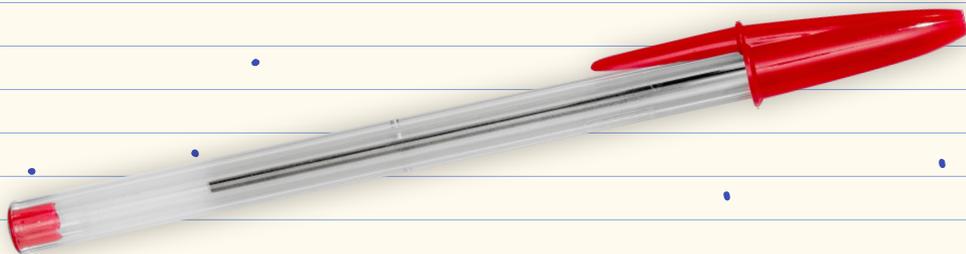
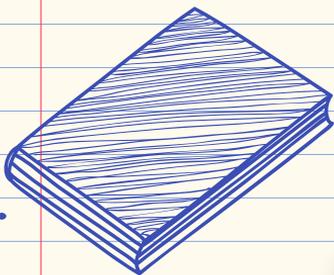
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Final Survey
What did you learn?
What goals do you have?



01

Defining an Instructional Coach



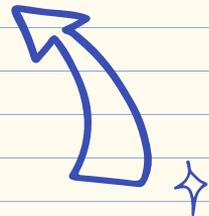
What is an Instructional Coach?

Instructional coaches are educational leaders that use research-based practices to:

- train and support teachers
- provide resources, feedback, modeling, and professional development



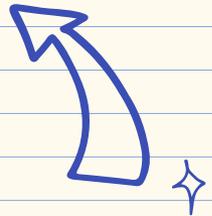
...in order to help schools meet diverse students' needs through established instructional goals and school improvement goals.



A goal based definition of an Instructional Coach (Jim Knight)

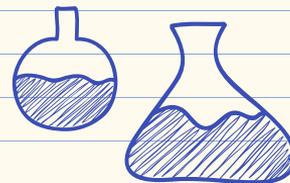
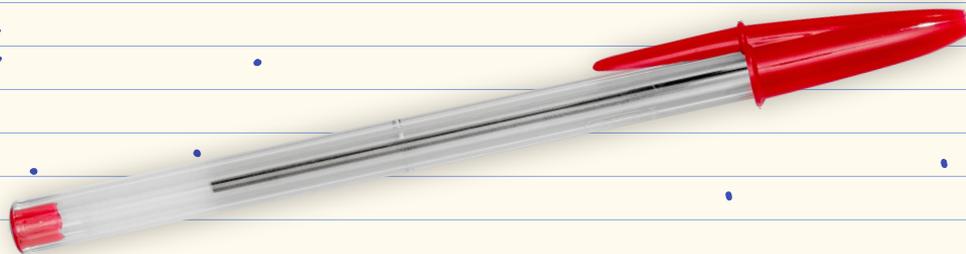
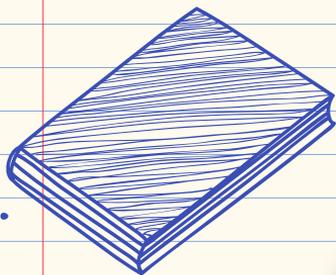
Instructional coaches partner with teachers to:

- analyze current reality
- set goals
- identify and explain teaching strategies to hit the goals, and
- provide support until goals are met.



02

Roles of Instructional Coaches



Roles of an Instructional Coach

- Provides ongoing professional development for classroom teachers through PLCs and tailored study groups
- Plans for PLCs, lessons to be modeled or co-taught, and coaching sessions
- Assists teachers with data collection and analysis then models how to use those data sets for instructional purposes



Roles of an Instructional Coach. (continued)

→ Co-teaches in classrooms to model instructional strategies for teachers and to enhance learning

→ Mentors teachers through observation (not evaluation) and providing resourceful and meaningful feedback

→ Collaborates with teachers with curriculum mapping, lesson planning, and intervention strategies

→ Differentiates coaching models for different teachers based on personalities, levels of expertise, and willingness to be coached



Instructional Coaches

By Lee Araoz @LeeAraoz

1 Provide job-embedded professional development



2 Model and demonstrate best practices



3 Offer non-evaluative feedback on a regular basis



8 Facilitate the transition from teacher-centered learning to learner-driven



4 Are site-based teacher-leaders who support both teachers & students



7 Inspire teachers to try new learning strategies and/or tools



6 Offer guidance and feedback at the exact time teachers need it most



5 Create an environment where student needs drive professional development

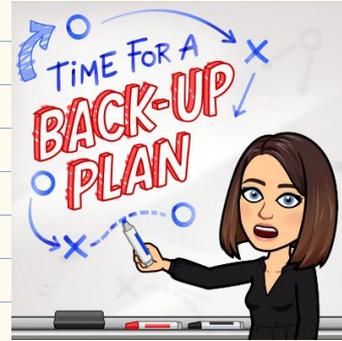


@sylvia.duckworth

This is a LOT to juggle for your
Instructional Coaches!



The MANY Hats an Instructional Coach Wears



Let's look at this visual

An instructional coach is...

- An instructional model
- A leader of professional learning
- A provider of classroom based feedback, coaching, and support
- A data leader
- A strong strategic thinker

An instructional coach is not...

- An additional administrator
- A testing coordinator
- A lunch-duty person
- A substitute teacher
- A behavior or academic interventionist

Let's look at this visual, too!

A coach is a colleague who...

- listens and remains confidential
- co-plans with a teacher
- co-teaches or models a strategy
- provides resources to teachers
- observes teachers and offers differentiated feedback and support to improve instructional practices

A coach is NOT a colleague who...

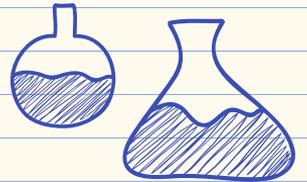
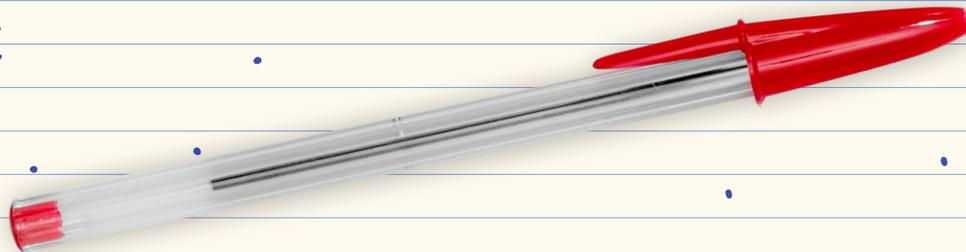
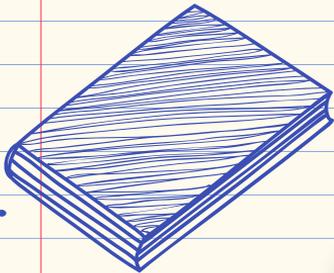
- reports confidential conversations to administrator or other teachers
- plans lessons for teachers
- teaches a lesson without the teacher present
- performs clerical duties for teachers
- evaluates teachers or places judgment on practices
- is there to "fix" things

How do
 Administrators
 Support
 Instructional
 Coaches in
 these Roles?
Understand
BOTH of your
roles.

<i>Instructional Coach</i>	<i>Building Administrator</i>
<u>Common Responsibilities</u>	
Develops relationships Observes teachers Analyzes assessments Provides resources Mentors/challenges teachers Strengthens the community of learners	
<u>Distinct Responsibilities</u>	
Peer Not an administrator Provides constructive feedback Models lessons	Superior IS an administrator Provides summative feedback Evaluates lessons
<u>Overlapping Responsibilities</u>	
Servant leadership Collaborative goal setting Provides professional development Counsels teachers Motivation	Visible leadership Directive goal setting Coordinates professional development Directs teachers Inspiration

03

Supporting Your Instructional Coaches



Specific Ways to Support your Instructional Coaches:

A Top Ten List



Top Ten Ways to Support your IC

#10

Position your ICs as peers and colleagues, not administrators.
Verbalize this to your staff.

Verbalize it again and again and again.



Top Ten Ways to Support your IC

#9

Provide time for your IC; minimize tasks that take ICs out of the classroom and working directly with teachers.

Remember the 70-30 rule.



Top Ten Ways to Support your IC

#8

Establish trust and transparency with your IC; clarify what you will and will not talk about and share with teachers.



Top Ten Ways to Support your IC

#7

Walk the Talk

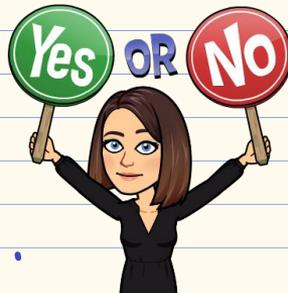
- ◆ Want teachers to attend and “buy in” to PLCs designed by your IC? Attend and participate in them, too.
- ◆ Asking your teachers to video record their own teaching? Record your own staff meetings or one on one conferences and learn from them, too.



Top Ten Ways to Support your IC

#6

- Allow teachers the option to be coached (ask them!).
- ◆ When teachers are forced into coaching, it is viewed as punitive or punishment.
- ◆ When teachers have choice, they can see coaching as a lifeline.



Top Ten Ways to Support your IC

#5

Respect confidentiality in the teacher-coach relationships.

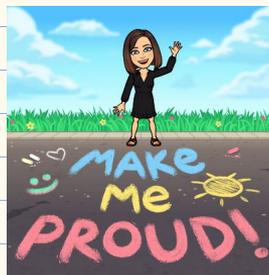


Top Ten Ways to Support your IC

#4

Trust your coaches to do their job and try to avoid micromanaging their work or schedule.

Encourage your teachers to trust your IC, too.



Top Ten Ways to Support your IC

#3

Avoid showing favoritism of some teachers over others.



Top Ten Ways to Support your IC

#2

Avoid assigning your IC to a “weaker” teacher or a teacher on an improvement plan to “fix” them.

On this note, avoid having your IC “check in” on teachers to “catch” them.



Top Ten Ways to Support your IC

#1

Establish a set day/time for weekly meetings with your IC; this is how you build and sustain relationships and keep an open line of communication.

GOOD WEEK?



Let's Watch this Quick Video

While you watch, consider your own practices as an administrator.
What are you doing well? What could you improve?



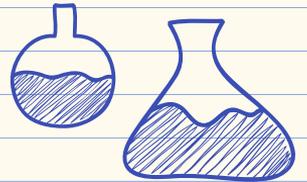
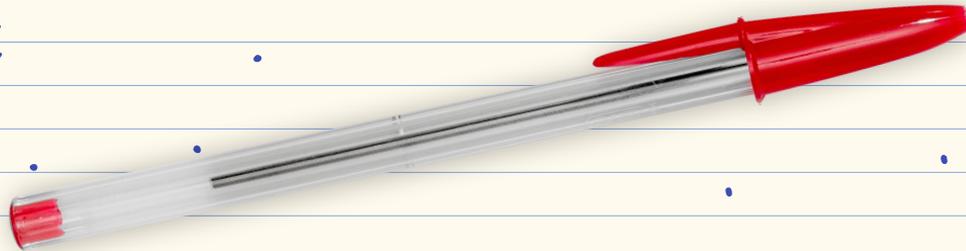
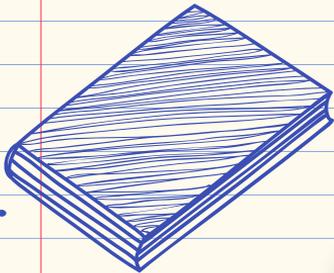
An added challenge for many of you:

Many of your ICs were also classroom teachers in your same school.



04

Rewards & Challenges: What the Coaches Say



Rewards of Coaching

Mentoring and finding resources for teachers that impact learning.

Helping new teachers - mentoring!

Being able to help teachers and students on a larger scale.

Helping teachers develop their craft which leads to student success.

Working with teachers and administrators.

Building relationships with teachers.

Watching the teachers I work with get excited about looking at and learning from our data.

Challenges of Coaching

Time.

Giving feedback to reluctant teachers.

Figuring out my new responsibilities as an instructional coach.

Not having enough time to do all that I need to do with my teachers.

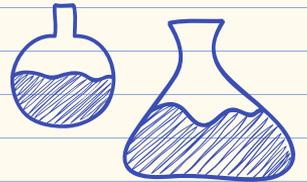
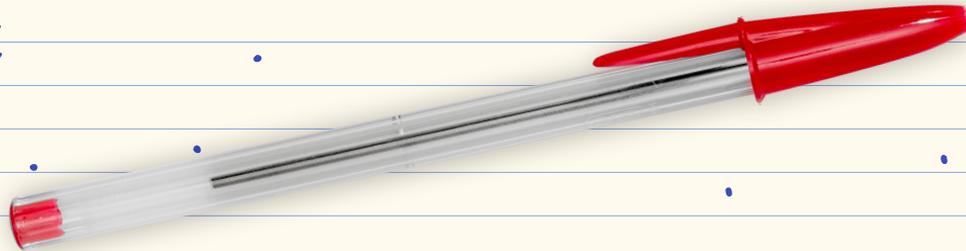
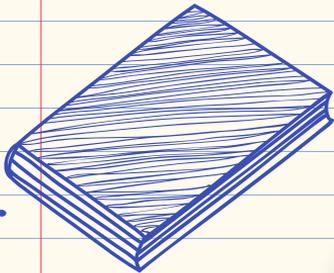
Working with teachers who are set in their ways.

Getting teachers excited about looking at the data.

Knowing what we need to work on as a school.

05

Advice for Administrators:
What the Coaches Say



If I could tell my administration one thing
they're doing great, it would be...

Utilizing the input
I give them from
the teachers.

Respecting my
opinion when
making decisions.
Listening!

Giving me
uninterrupted work
time.

Giving me explicit
directions on
where they want to
take the school.

Everything they're
already doing!

Getting input
from teachers.

Clearly
communicating
expectations and
having an open
door policy.

If I could tell my administration one thing they could do better in supporting me...

Limiting "extra" jobs and duties.

Keep conversations that were said in private, private.

Give me a single document listing all of my responsibilities.

Help me find data sources for us to collect on students.

Meet with me regularly - not just when they get a moment.

Remember, I'm not an administrator. I feel torn between both roles.

Help me work with our veteran teachers.

The one piece of advice I would give my administration is...

Allow me to advocate for teachers.

Sometimes ICs need more information when we're coaching certain teachers.

Be clear with your expectations.

Value the opinion of your coach since he/she is the "earpiece" of the teachers.

Help me find my place in the puzzle. Where do I fit in when looking at the whole school?

Keep pushing us to improve and grow in our field.

Let staff know I have to check with you first before making final decisions about instructional materials.

In Closing: It's important to know...

- How to define instructional coach
- The many roles of instructional coaches and how these roles benefit you and your school
- The various ways in which you, as the administrator, can support your instructional coaches
- The rewards your ICs feel and the challenges they face
- The perspectives and ideas ICs have about administrators

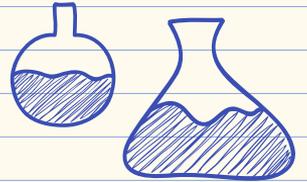
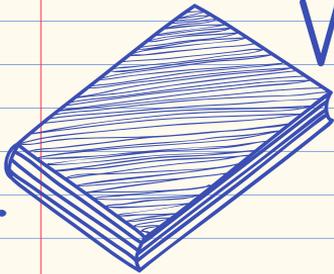


06

Final Survey

What did you learn?

What goals do you have?



Final Survey

Please use the link provided with this presentation to complete the brief final survey.



Click me for the
direct link.



REFERENCES



- [Web link #1](#)
- [Web link #2](#)
- [Web link #3](#)
- [Web link #4](#)
- [Web link #5](#)
- [Web link #6](#)
- [Web link #7](#)

Thank you!

Questions? Please contact me!

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- For more information or technical assistance, email Kathleen Tootle at Southeast GLRS.

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