

# Coaching in Granite School District





# Vision Statement

Granite District and School Literacy coaches ...

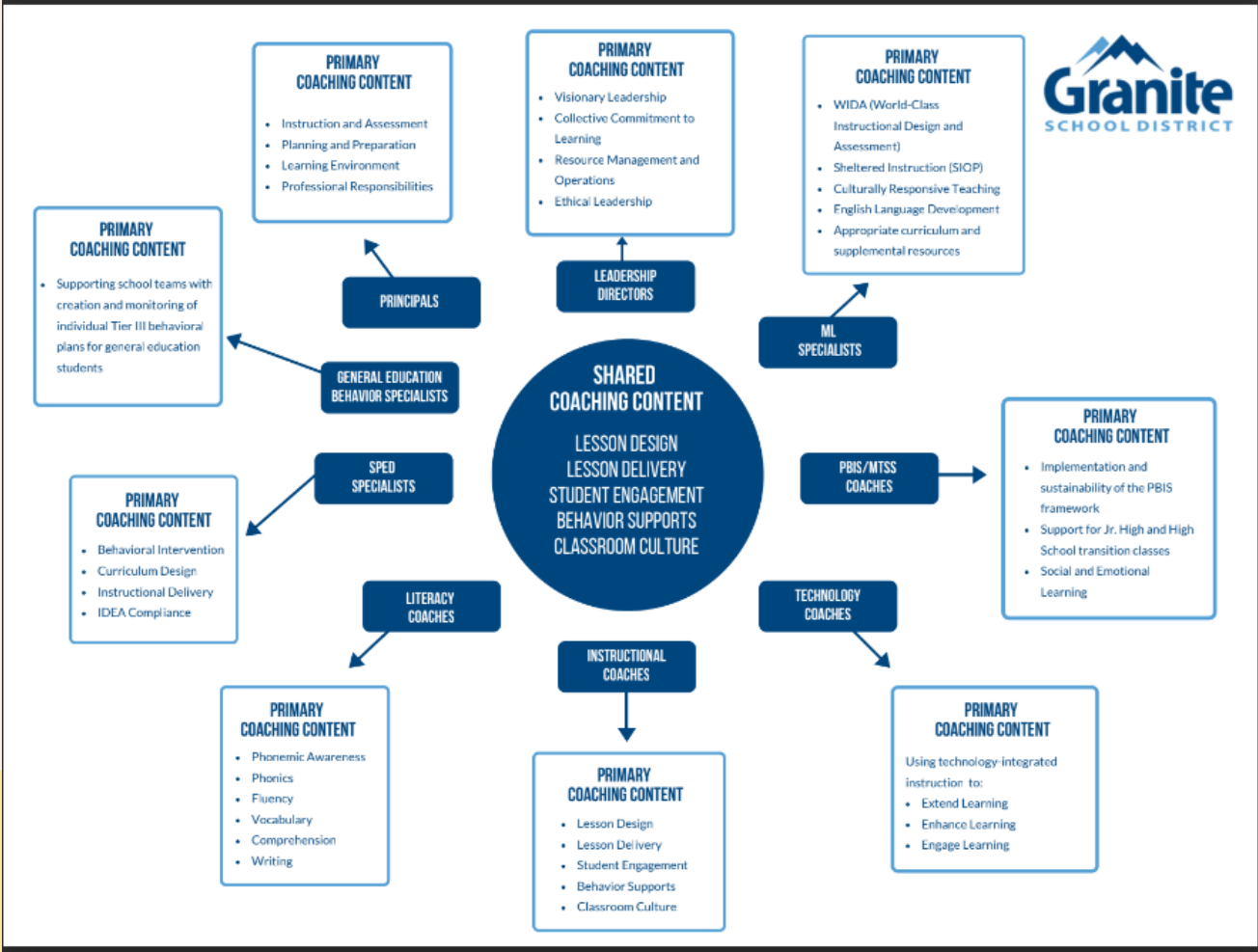
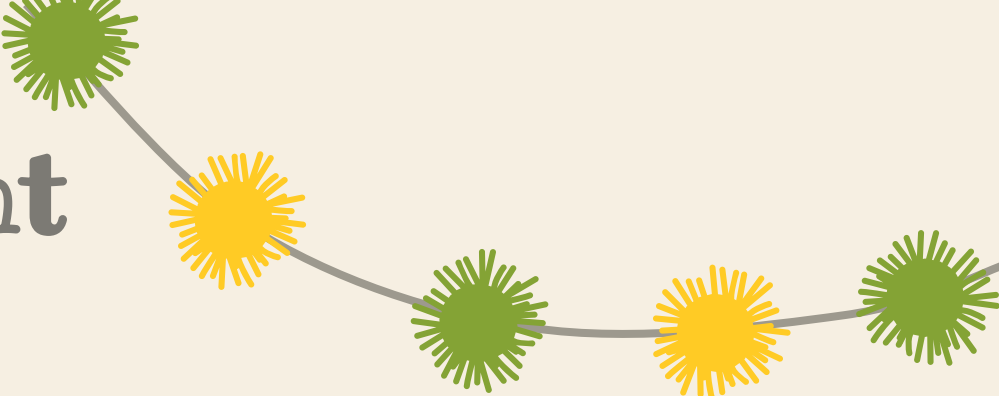
- commit to grow their understanding of best practice around coaching and evidence based literacy instruction.
- support educators by...
  - meeting them where they are and building mutually respectful trusting relationships.
  - providing encouragement and support for educator reflection about their classroom practice.
  - helping create a plan that supports the educator's goals with a focus on strengthening instruction.
  - assisting them in deepening their understanding and application of evidence-based instructional practice.

## GOAL OF LITERACY COACHING

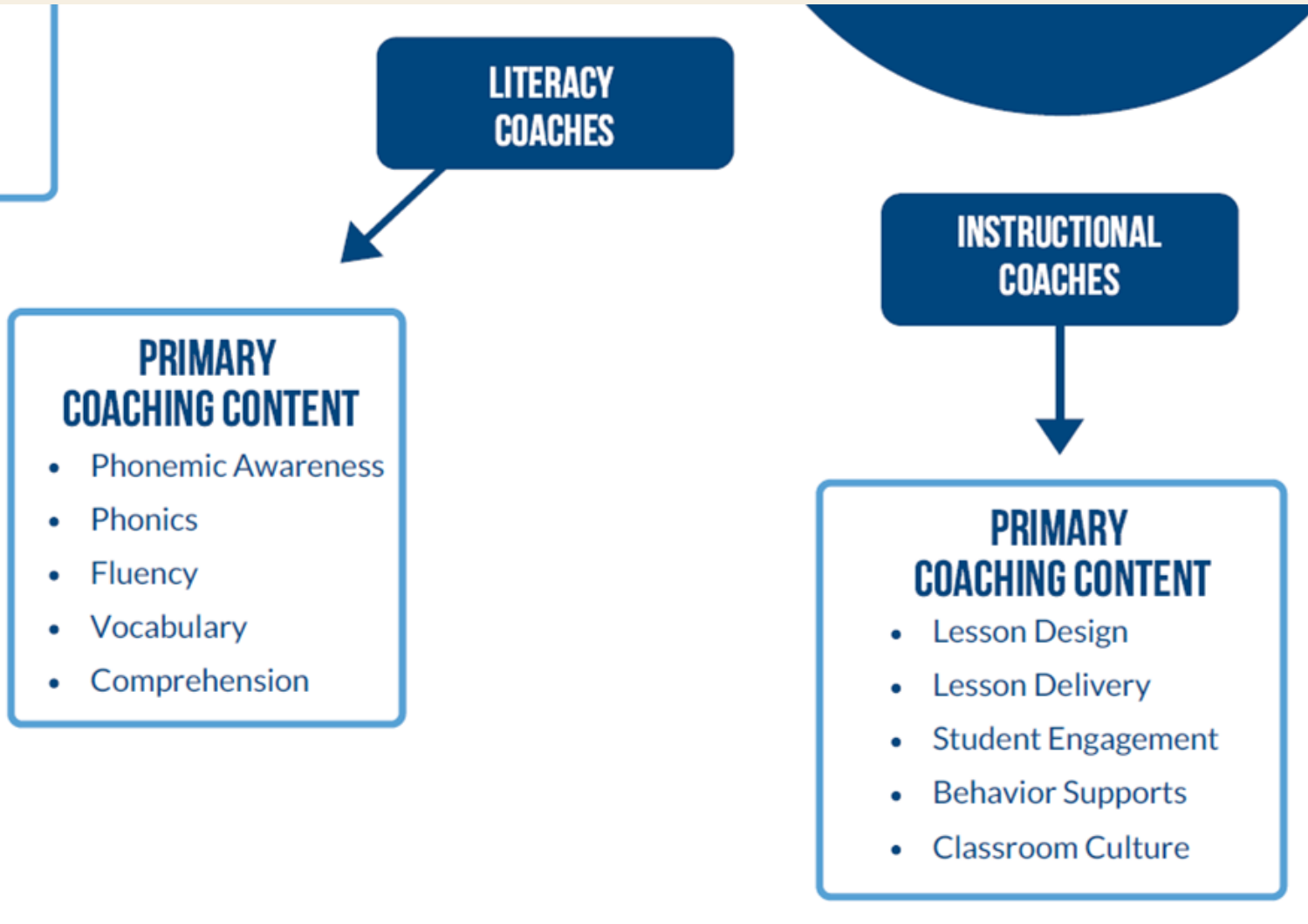
The goal of coaching is to build a trusting coaching culture where teachers, students, and schools can achieve their maximum potential. Utilizing a partnership approach, coaches support evidence-based practices on an agreed-upon area in literacy. The teacher(s) and literacy coach determine a focus, set goals, and use data to foster student growth.



# Shared Coaching Content



# Coaching in Granite School District



## GSD Coaches

- use Coaching Techniques
- meet teachers where they are
- focus on Primary Coaching Content

# Coaching in Granite School District



## COACHING TECHNIQUES

### PROFESSIONAL RELATIONSHIP OF TRUST

- Benevolence
  - Positive Regard
  - Good Intentions
- Communication
  - Clear
  - Frequent
- Transparency
  - Responsibilities and Expectations Defined
  - Content, Criteria, Rubrics Defined
  - Levels of Confidentiality Understood
  - Honesty - Confront Reality
  - Courage - Confront Reality
- Consistency
- Competence
- Modeling

### LISTENING

- 80% Listening 20% Talking
- Active Listening - Being Fully Present

### QUESTIONING

- Prompting Self-Reflective Practice
- Open-Ended Questions
- Root Cause Analysis
- Explore the Desired Outcome

### UNDERSTANDING

- In-Depth Knowledge of the Primary and Shared Content, Criteria, Rubrics, and Evidence
- Knowledge of the Individual's Current Reality
  - Observation
  - Artifact Review
  - Data Analysis

### ACCOUNTABILITY

- Goal Setting
  - High Expectations
  - Explore Solutions
  - Explore Barriers
  - SMART
  - Define Success
- Setting Timelines
- Following Up
- Providing Feedback
- Celebrate Wins

## Coaching Techniques

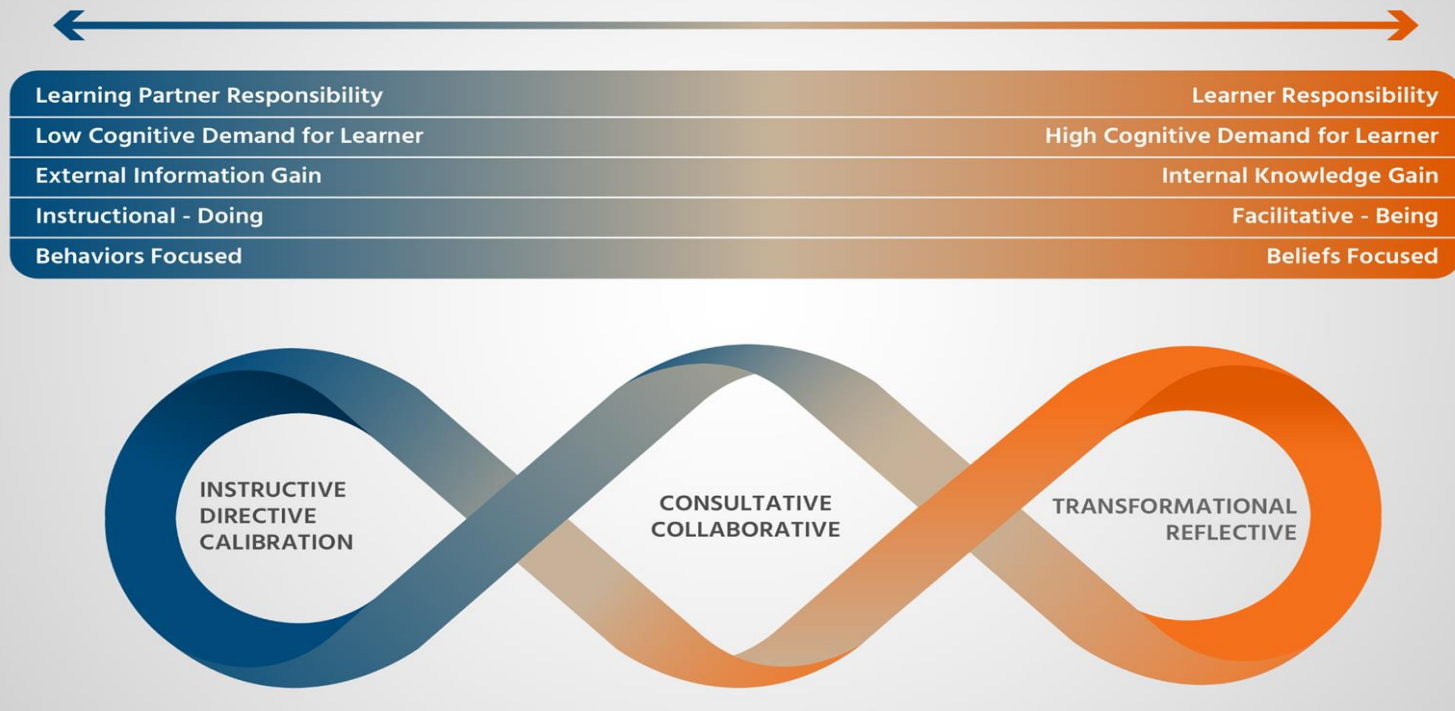
- Professional Relationships of Trust
- Listening
- Questioning
- Understanding
- Accountability

## GSD Coaches

- use Coaching Techniques
- meet teachers where they are

# Feedback

## FEEDBACK CONTINUUM



INSTRUCTIVE

CONSULTIVE

REFLECTIVE

### Coaching PLAN

*(approx 20 minutes Plan PRE-Conversation)*

The purpose of the PLAN is to set goals and plan the details of the coaching cycles for the next 4-6 weeks.

SLC \_\_\_\_\_

Coach \_\_\_\_\_

Teacher \_\_\_\_\_



1. How many weeks will we need to complete this plan? Circle 4 5 6 weeks

Start of Plan \_\_\_\_\_ Plan Review Date \_\_\_\_\_

2. **SET GOAL(S)**: Select 1 or 2 Foundational Teaching Skills

- |   |  |
|---|--|
| <input type="checkbox"/> Phonemic Awareness | <input type="checkbox"/> Lesson Design       |
| <input type="checkbox"/> Phonics            | <input type="checkbox"/> Lesson Delivery     |
| <input type="checkbox"/> Fluency            | <input type="checkbox"/> Student Engagement  |
| <input type="checkbox"/> Vocabulary         | <input type="checkbox"/> Behavior Management |
| <input type="checkbox"/> Writing            | <input type="checkbox"/> Classroom Culture   |
| <input type="checkbox"/> Comprehension      |  |

3. Tell me more.

**SET GOAL(S)**:

4. Focus Details - What do we plan to accomplish in 4-6 weeks?

What types of coaching cycles/interactions will accomplish your goal(s)?

|  |   |
|--|---|
| <b>LEARN</b> - Improve Instruction<br><input type="checkbox"/> Plan Collaboratively<br><input type="checkbox"/> Peer Observation<br><input type="checkbox"/> Model<br><input type="checkbox"/> Professional Learning _____ | <b>APPLICATION</b> - Evidence of Implementation<br><input type="checkbox"/> Observation<br><input type="checkbox"/> Co-Teach<br><input type="checkbox"/> Video Analysis |
|--|---|

5. In order to achieve the goal(s), how often will we need to meet?

6. Set the date for our first coaching cycle: