

## Coaching CoP Book Study Session Notes

**Date:** Feb 10, 2020

**Title & Author(s):** Knight, “Why Teacher Autonomy is Central to Coaching Success”

**Resources:** [Event recording & slides](#)

### Selected Questions

- If you agree with self-determination theory, what does it mean for your coaching system?
- How do adaptive challenges mean for coaching feedback?
- How do you encourage non-judgmental thinking in your coaches?
- What do you think about the author’s comments related to fidelity?
- What could you change about your SPDG’s coaching to better honor educators’ autonomy?

### Ideas from the Community

- 1st meeting with coaching participants used to build relationships
- Pre-coaching meetings and virtual coaching to reinforce coach /teacher relationships
- Adaptation vs. lethal mutation: how to balance achieving model's core features with local students' needs using the best available student data to make and repeat coaching adaptations
- Teaching is complex; how can coaching scripts avoid overwhelming educators?
- Anticipating educators' coachability by emphasizing reflective support for improving student outcomes
- Educators choose when and how coaching sessions will be held (e.g., virtual)
- Use an anchor document when giving feedback (e.g., Coaching Practice Profile)
- Make coaching teams organizationally diverse (admins plus teachers) to reach collaborative vs top-down change
- Video recordings, summary pages, and checklists to focus attention on the teaching work rather than on assessing the practitioner--an instructional playbook.
- 4 to 1 Positive to Corrective feedback
- Use constant feedback to shift coaching into consulting for participants
- Provide in-process feedback to participants about coaching sessions so they know where they are in the larger process
- Pair experienced coaches with newer ones, and technical coaches with adaptive once, so they can learn from each other
- Use PD session feedback to assess coaching team balance and the fit between coaches and local context and to help coaches improve.
- Decide what kinds of approach and data to give participants and administrators

### Related Resources

- [SISEP Coaching Practice Profile](#)
- FL’s upcoming instructional playbook
- [Providing Conceptual Feedback](#)