

**Date: April 13, 2020**

**Title & Author(s):** Moody, "If Instructional Coaching Really Works, Why Isn't It Working?"

### **Selected Questions**

- “For coaching programs to be effective it is suggested they must be, “individualized, intensive, sustained, context-specific, and focused.”
  - In which of these areas is your coaching system really strong? What does it look like in your coaching system?
  - In which of these areas do you have gaps? What are your plans for meeting those challenges?
- Issues are categorized into: Logistical, structural, and human capital decisions. Which category provides the most difficulty to your coaching system and what do those challenges look like?
- **Alignment:** “Coaches, school leaders, and teachers need to know how the coaching initiative directly aligns to and supports the school and district improvement plans”
  - How does your SPDG approach this?
- **Time Constraints:** The New Teacher Center recommends 1.25 to 2.5 hours of support peer week.
  - How much time do you see teachers receiving? How much time specific to the SPDG?
- **Matching coaches to teachers:** what do you do to help the combination of educator and coach work?
- **Scaling effective coaching:** How do we overcome the “scaling” problem?
- **Equity across schools/classrooms:** What do you think about what the author had to say about central management?
- **Efficiencies:** What do you do to make coaching more cost effective?
- **Formative Assessment:** How do you formatively measure the coaching efficacy?
- Consider the functions of coaching. Not all functions need to be performed by “the coach” or “face-to-face”. **Which of the following have you done to alleviate some of the pain points?**
  - Self-reflection
  - Peer observation and feedback
  - Facilitated/structured PLC conversations
  - Non-evaluative observation and feedback from a school leader (best if not performing a high stakes observation at other times)
  - Develop a tiered system of coaching (intensive to facilitative)
  - Involve more people as coaches
  - Use technology
  - Support your coaches
  - Manage your coaches
  - Use data

What does it look like when your coaching system uses one of these strategies?