



Coaching through Barriers: Compassionate and Personalized Support for Challenging Times

SIGNetwork Session: July 13, 2020



Kathy Perret's Contact Info

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External Links We Will Be Using

This handout as a Google Doc (forced copy) <https://tinyurl.com/7-13-20-Handout>

PADLET MAP: <https://tinyurl.com/CoPLocation> (Opening Activity)

Mentimeter: <https://tinyurl.com/SIGMenti> or Menti.com with code 69 50 01

PADLET Barriers: <https://tinyurl.com/CoachingBarriers>

Note Taking

Coaching Through Barriers: Compassionate Practices for Releasing Teachers' Greatest Potential (Draft | ASCD | McKee & Perret)



Barrier	Compassionate Coaching Focus
Confidence	Partnership
Failure	Empowerment
Overload (Overwhelm)	Prioritization
Disruption	Routine
Isolation	Connection
Changing School Culture	Openness



Scenario

Anne

Anne is a veteran 5th-grade teacher. She has been teaching for 28 years. She has seen a lot of educational initiatives, approaches, and resources come and go. She remembers having to stand at the purple ditto machine to run off copies. Now she has printing capabilities right from her computer and can use a document camera to project if needed, instead of an overhead projector. She has taught literacy with Whole Language, basals, reader and writer's workshop, guided reading, etc... She is a learner and takes the changes in stride, but she is feeling as though she's unable to make an impact.

Her heart is still into making a difference for each and every one of her students, but she feels the pressure to stay current. Lately, she has expressed to the instructional coach in her building that she has never felt so inadequate as a teacher. How can a person with both an undergraduate and Masters in Education, along with a reading and ESL endorsement carry such self-doubt? She finds herself working even harder than she has in the past. She wants the best for her students, yet serious doubts about her abilities are weighing on her. It is affecting both her professional and personal life.

The Coaching Habit Questions



Book: The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever by Michael Bungay Stanier

If you have Amazon Prime I believe you can download it to Kindle App for free.

1. The Kickstart Question
What is on your mind?
2. The AWE Question
And what else?
3. The Focus Question
What's the real challenge here for you?
4. The Foundation Question
What do you want?
5. The Lazy Question
How can I help?
6. The Strategic Question
If you're saying YES to this, what are you saying NO to?
7. The Learning Question
What was most helpful for you?



Coaching Question Stems (DRAFT FORM)

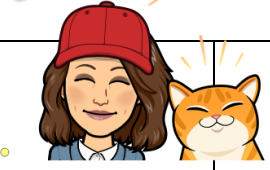
Barrier: Overload/Overwhelm

Compassionate Coaching Focus: Prioritization

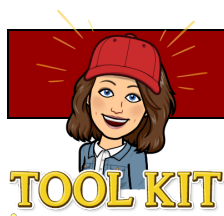
Priority Ranking	Question	Relationship to the Teacher's Work
Priority 1	What feels most pressing?	The Stressor
Priority 2	What feels most important?	The Big Picture
Priority 3	What is another goal that would make a difference for your students?	The Passion
Elimination	<ul style="list-style-type: none">• Are there serious repercussions for me professionally if I let go of this goal?• Do I have the time right now to accomplish this goal?• Will this improve the quality of my day-to-day work with students?	The Distractors
Leftovers	Anything not identified or not crossed out.	The Not-Nows

COACHING QUESTION STEMS

Barrier: Lack of Confidence Compassionate Coaching Focus: Partnership



	Question	
Priority Ranking		Relationship to the Teacher's Work
Priority 1	What are your strengths as an educator? What are you most proud of?	The Glow
Priority 2	What do you want to get better at? What is getting in your way? What feels most important?	The Stressor
Priority 3	What goal would make a difference for your students?	The Decision
Collaboration	How do you learn best? How can we partner and learn together?	The Partnership
Success builders	What do you need to help you stay focused on your goals? How can I help?	The Accountability



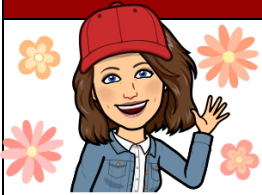
Virtual Coaching Tool Kit

1. [Distance Learning Playbook](#)
2. System for Coaching Conversations
 - a. Zoom, Teams, Google Meet, Face Time, Phone
 - b. Platforms: [Sibme](#), [TeachBoost](#), [Whetstone](#), [EdConnective](#) (I have only used Sibme and TeachBoost)
 - i. Sibme Better Together Virtual Summit - [Free Access](#) to Past Summit
 - c. Blog Posts with Resources: [Jim Knight](#). [Achieve the Core](#).

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REFLECTION TIME

Reflection



Do you know a teacher or coach who is currently experiencing a barrier or a challenging situation? What might you do to coach with compassion?

I need to understand this because...

This has inspired me to look into...

The importance of knowing this is

If I want to get better at this, I need to...



One thing I'd like to learn more about is...

Resources Mentioned During Session

RESOURCES



[Bitmoji Ideas for Instructional Coaches](#) - Kathy's blog post

- Remove the background from your own photos!

<https://www.remove.bg/> WOW!

Educoach Twitter Chat - Each Wednesday at 8 pm CST. Check out past chats [here](#).

[The Keys to Coaching Conversations](#) - Kathy's blog post

[Digital Learning Playbook](#) - A crowd-sourced project

ORID Format (Coaching Conversation) - [Sample Questions](#) from School Administrators of Iowa.

[Check out my Amazon Storefront!](#) I continually add books or other items I find related to instructional coaching! The links are affiliate links. I receive a small percentage, but your price NEVER changes!

Books for Sale - I'm an educator of 30+ years. I am currently weeding my personal collection of educational books. Books are listed [here](#).

GRATEFUL



A Note of Thanks

I'm grateful for the opportunity to facilitate your learning today.

Thank you for all you do to enrich the lives of teachers, students, and your school community.

I'd love to have you join my community of coaches. Sign up [here](#) to receive a free 30-page Coaching Organizer as well as receive my bi-monthly newsletter.



Meet Kathy

Kathy Perret is an instructional coaching consultant and co-author of *The Coach Approach to School Leadership* (ASCD 2017). As founder of Kathy Perret Consulting, she empowers school leaders, instructional coaches, and classroom teachers in their professional growth. With over 30 years of experience in the field, Kathy hosts onsite and virtual professional learning for educators across the world. Leaders and coaches directly impact student growth and performance, and Kathy is dedicated to helping school leaders have an everyday impact with lasting change.



Kathy's Offerings

ONSITE TRAINING

Onsite Training can be designed as one time workshops or multiple visits throughout the year to ensure instructional coaching practices are implemented. Training can be customized to meet specific needs. Training components include the WHO, WHAT, WHEN, WHERE, HOW of coaching. Participants leave energized and ready to SHINE.

ONSITE COACHING

In addition to onsite training, district or regional centers have an option to add a facilitated group coaching day in which participants experience coaching first hand. This is a great opportunity to learn from each other! Individualized coaching onsite is also available.

VIRTUAL TRAINING

Virtual Training is a cost effective way to support administrators and instructional coaches. Virtual training sessions typically are only 1 to 2 hours in length allowing you to stay onsite and continue to do your important work with teachers and students. Trainings are bite-sized, goal focused and customized to fit your needs.

VIRTUAL COACHING

Virtual coaching sessions are 1:1 support calls for administrators and instructional coaches. Virtual coaching sessions are another cost effective way to support individual goals. Coaching calls are an hour in length and can take place monthly or bi-monthly.

KEYNOTE & OTHER SPEAKING

Kathy draws upon her many opportunities of receiving coaching throughout her 30+ years in the field of education to inspire others. Lasting change comes from being vulnerable, bravely forging new paths, building trusting relationships and holding each other accountable. Kathy's experiences will enlighten you and keep you grounded in your own learning journey. Speaking can be customized to your needs.

Receive a FREE 30-Page Coaching Planner when you sign up for my newsletter!

GO TO: [KATHYPERRET.ORG](https://www.kathyperret.org)

What Others are Saying....

"In the beginning of my fourth year, I began to feel like I needed to grow professionally and even though there was some district support and a lot of school level support--it wasn't enough. I felt stuck. I realized that what I needed was a coach. What better way to model and lead than to practice the very thing you work hard for others to embrace? That's when I began to work with Kathy, which has been an amazing experience. When I think of our virtual coaching sessions, I am amazed that I have never met her, in person, and we've only known each other for short time. It feels like I have known her for years. Each session, is productive and Kathy provides such a precise attentiveness to me and my focus areas. The professional-personal like relationship, her willingness to provide and be a resource is been something that I cannot imagine not having and look forward to. My virtual coaching with Kathy has become my own safe place, to think through, plan, and grow so that I can better help support my teachers, administrators and most importantly my students." ~ Allison, South Carolina

"As a coach, of coaches and teacher leaders, the perception is that you have all the answers and mastered all the content. However, I believe there is always room to grow, value in collaboration and the importance of reflection. Thankfully, I found Kathy, who helped me increase my coaching skillset. Our time together allowed me to process and reflect with someone who is 100% removed from my work environment, yet completely engaged in the work and focused on me as a client. Coaches often spend a majority of their time supporting others, Kathy reminded me of the value of personal professional investing, which in turn allows professionals to be more effective." ~Mandi, Nevada

"Virtual Coaching with Kathy Perret has helped me increase my focus and skills as an instructional coach. I was a new coach when I first started Virtual Coaching sessions, just beginning my second year. I was still uncertain of my role and my ability to connect with teachers and administration. Virtual Coaching has helped me discover my strengths, and to grow professionally. I have many resources for coaching cycles as well as organizational tools. Kathy helped me set small short-term goals for my coaching work. Every few weeks we would converse as I reflected on my progress and areas that I needed to address. I am much more confident now as an instructional coach and much more productive. I have gained knowledge in order to work with our administrators, fellow coaches and staff to meet the needs of our students." ~ Nancy, Iowa

Everyone Deserves a COACH!

My goal is for you to SHINE!

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