

We have not thought about several of these elements...we will now.

Part 1: What makes coaching effective?

1. **Lead for Change:** View coaching as a part of a change management strategy, and ground that strategy in a vision.
2. **Don't Coach in a Vacuum:** Build durable and connected development systems.
3. **Develop All Educators:** Consider leaders at all levels; not just teacher inputs.
4. **Recruit Wisely:** Coaches are essential and can be powerful; consider their selection carefully.

Resources we have used: Killion, J. et al. (2012). Coaching Matters. Learning Forward.

Resources: Rock, ML (2019). The eCoaching Continuum for Educators: Using Technology to Enrich Professional Development and Improve Student Outcomes. ASCD

Resources: 2019 EDweek article about SPDG virtual coaching <https://www.edweek.org/leadership/with-bug-in-ear-coaching-teachers-get-feedback-on-the-fly/2019/02>

Which of these recommendations have you applied in your own work?
What has been the impact?

What obstacles have you encountered when trying to apply these ideas in your work?

What else might be required to make coaching effective in your work?

Coaching of leaders, teams

Develop all educators

System building takes a long time!

Different coaching models/approaches/processes used by different coaches around the states (literacy coaches, tech coaches, etc.)

Supporting alignment and intentionality.

Clearly define coaching

Teacher shortage makes it hard to recruit coaches

Really need more dollars to fund FT coaches regionally! We only have PT coaches.

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coaching of coaches,
ongoing training,
communities of practice

vision driven

participation in communities of practice due to many priorities.
Engagement because they are virtual

Challenges with time for coaches to attend CoPs in their schedules

leader engagement

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Coaching educator teams, often times they support the same students, so building communication and goals - being intentional about communication

Coaching leaders - needed in sustainable plan

Need to build systems at the district level for sustainability

In CA - we needed to develop an explicit framework for District Level coaching - that served the admin. We had to decide what it looked like and how it was unique from site-based coaching.

In CA- We applied all of these recommendations in our SPDC. 1. Used regional/district and site coaches; regional supported at district level... 2. coaches formed a network

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Part 2:
What makes
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Alignment:

1. **Align on Milestones:** Define a theory of change and what that change looks like over time. Use those definitions to focus coaching AND communication.
2. **Align on Roles:** Think creatively about the people in your system who could be coaching, but might not be right now.

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How might your relationships with districts or schools need to shift to help build more sustainable models of coaching?

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