

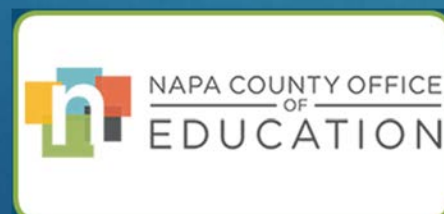


# Literacy Coaches

## THE KEY INGREDIENT

Drs. Vicki Griffo & Amy Maynard

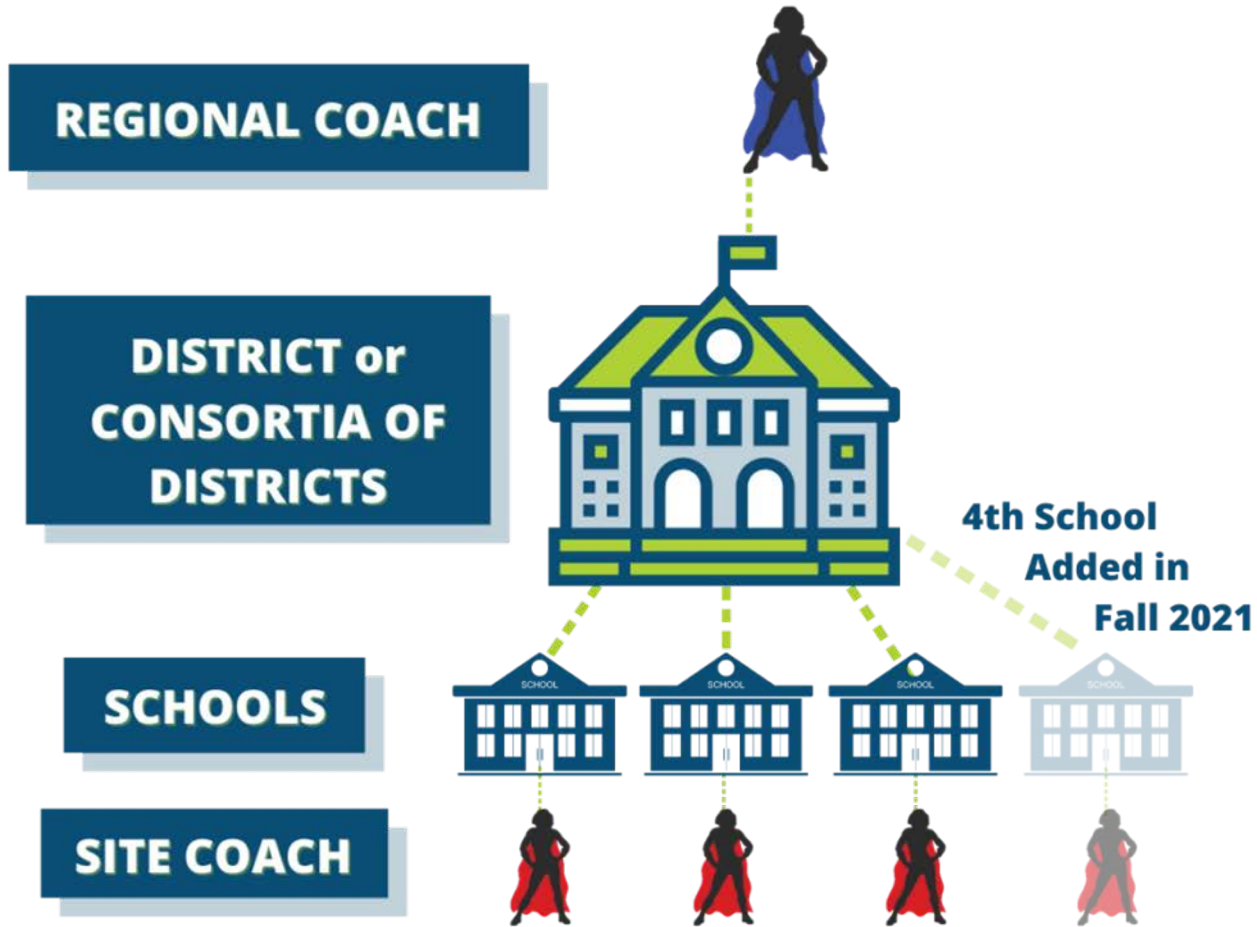
SPDG Virtual National Meeting  
February 8, 2023





# Made to Stick through Coaching

# CALI Reads Coaching Model



# CALI Reads District Awardees 2019-2023



Sep 25, 2020

# Coaching Expectations

Training & Coaching

Site Implementation Teams

Fidelity of Implementation & District Checklist

Sustainability & Growth Plans

Other (e.g., Family Engagement, Literacy Plans, Intervention supports)

# What's your Coaching Structure?

Do you have different tiers of coaches (who support various roles)?

Do you hire internal or external coaches?

Are your coaches highly experienced or are they project trained, OR somewhere in between?

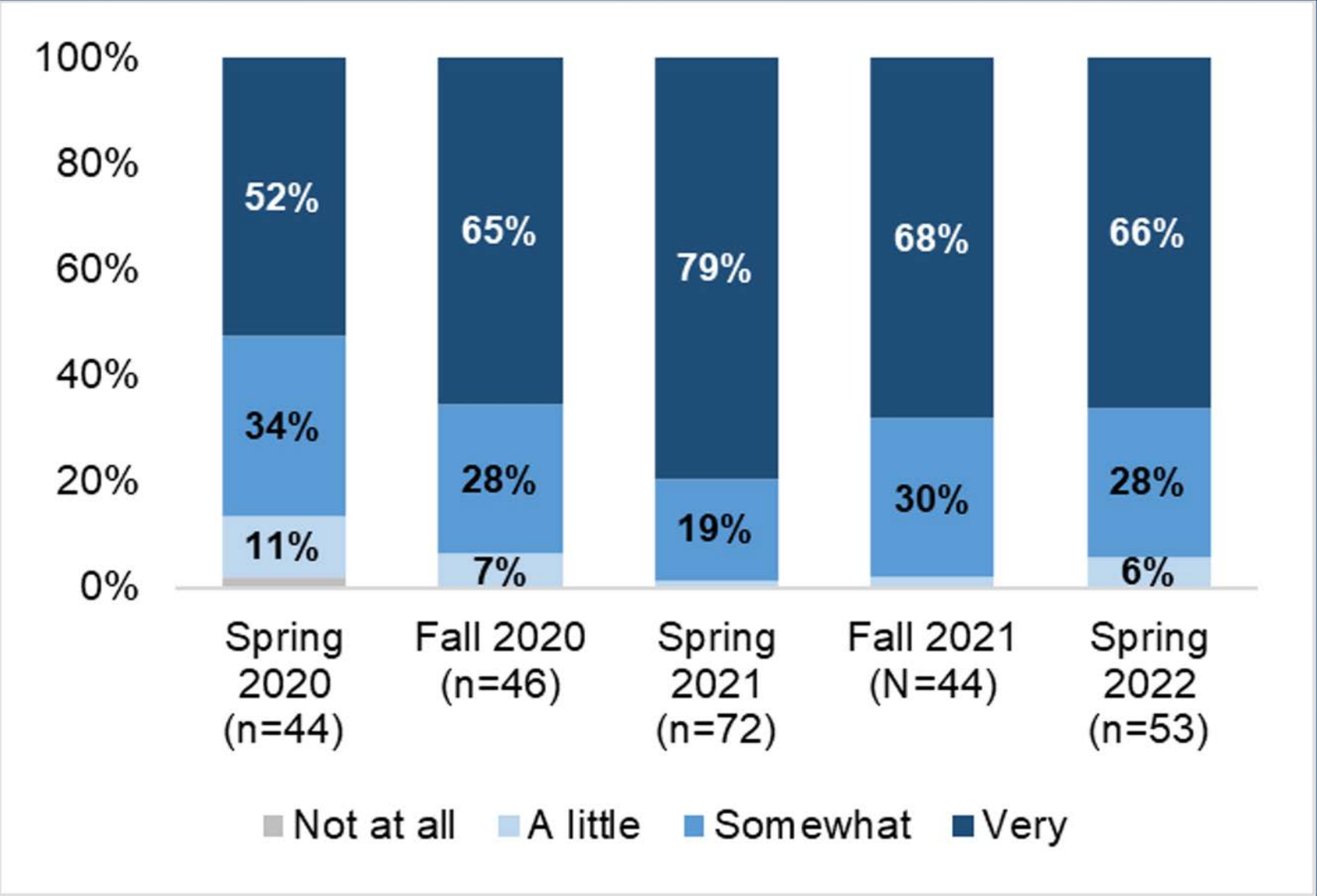
# Evidence of Coaching Impact

Annual  
Administrator &  
Teacher Surveys

Annual Site  
Visits

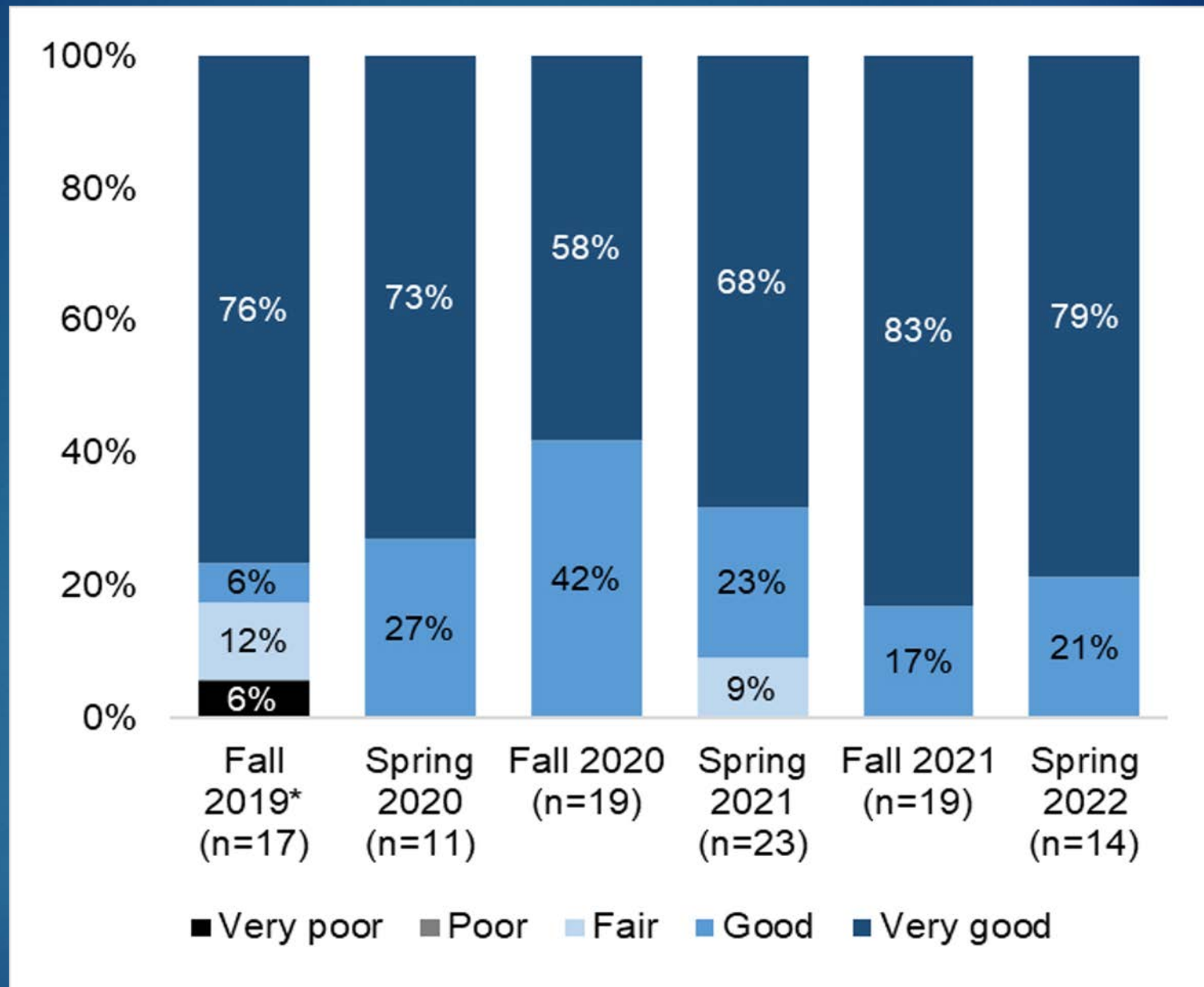
Administrator &  
Teacher  
Interviews

Informal  
conversations



*Teacher ratings of one-on-one coach effectiveness in supporting implementation.*





*Leader ratings of the support they have received from their coach each semester.*



Simple

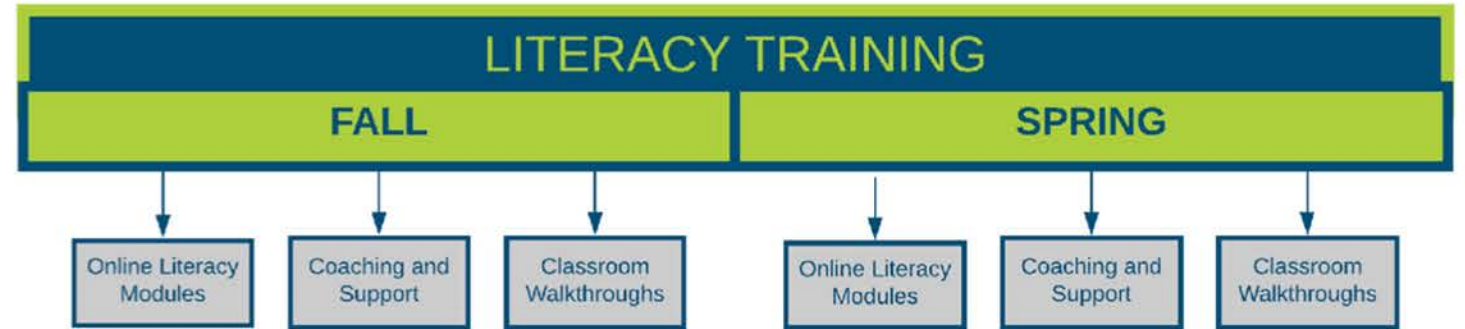
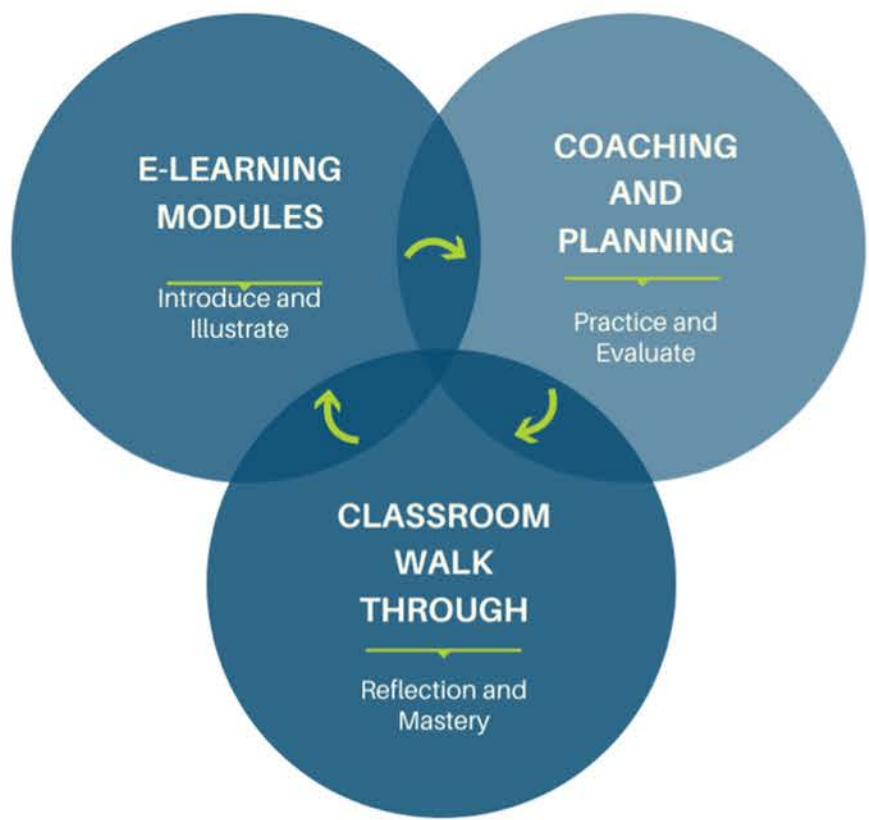
# Unexpected

*“It's just builds up confidence when someone can **provide you affirmations** about what great things you are doing in class, plus what else you can do for you to become better. So, I believe that there's a huge difference between having an admin sit inside your room to observe you, which is very nerve wracking. Versus a person who is really **there to support** and to see what you are already doing and what else you can do.” (Teacher)*

<b>Qualifications</b>	<b>Number of Coaches (N=13)</b>
Former Teachers or Professors	13
Coaching Experience 3+ years	13
Prior Relationship with Districts/Schools	7
Doctorate degree	7
Returning From Prior SPDG (Project READ)	6



# Credible



Concrete

# Concrete

*“I would definitely keep the coaching support. That way the teachers have the feedback and have someone come into their classroom to help support them and **help implement the strategies**. That way they don't feel like, ‘What do I do, or where do I start?’ The coaching support, I would 100 percent keep.” (Teacher)*

*“I think they **give you so many [ideas] on the modules or resources**. There's so many resources and things that you, or ideas, that you could use. Then our coach also gives us ideas like, ‘How do you think this could fit into your class?’ You don't have to use what's given to you but... She helps you **bounce off ideas and see what would work** or what might work or what might not work. She's helpful in a sense that she's there to provide resources that may not be offered already, but **a little bit of insight too.**” (Teacher)*

Emotional

Relationships!  
Relationships!  
Relationships!

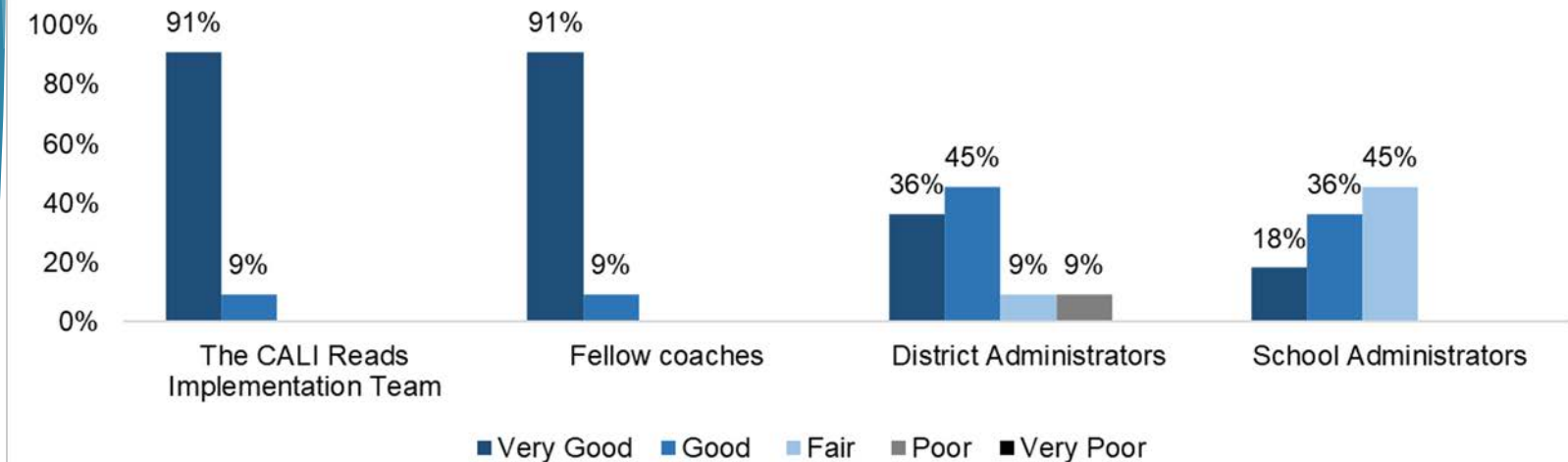
# Coach-Teacher Relationships

*“The fact that during this time of distance learning and being able to **connect with people outside of the [school]**... And it just felt like I said, [our coach] cared. So, she had her own personal touch where she made us also feel like it was a **CALI Reads family**. It was professional at the same time, but it was very warm if that makes sense. So, there was a lot where we could ask questions and then this being my first time, not knowing what to expect, she made it easy.” (Teacher)*



# Coach-to-Coach Relationships

*“I greatly appreciate the coach check-in calls, even though I can't attend all of them. It was wonderful having [the regional coach] and Vicki visit our sites. I felt that that time was really valuable and the conversations helped us think of how to sustain CALI Reads.” (Coach)*



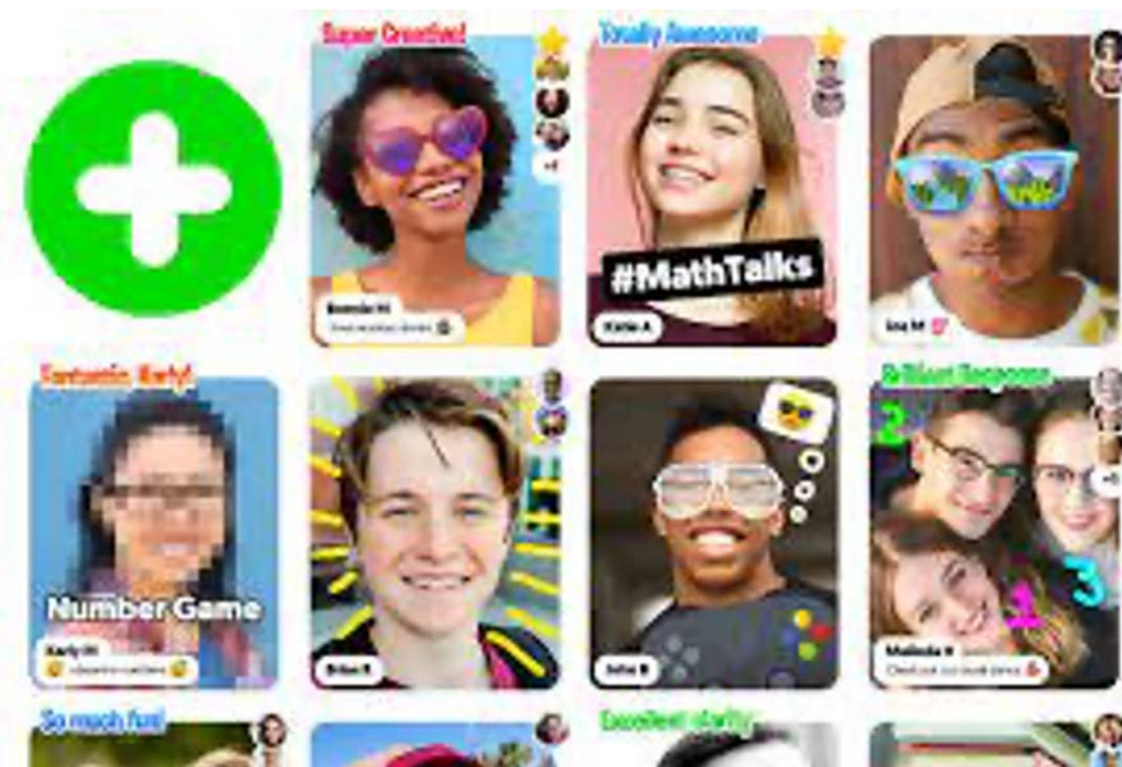
Coach ratings of the support received from specific groups (n=11).

# Stories

## Self Generated Questions

**Directions:** Please record a quick response to these questions that I can share with staff!

- ▶ What do you find valuable about the strategy Self Generated Questions?
- ▶ Why would you want the entire staff to learn and utilize this strategy?



# Challenges with using External Coaches



Hard to find, hard to replace



Hourly pay – made us intentionally selective



Scheduling – time consuming



Campus roadblocks



Data collection

# Discussion



What has made coaching successful in your project?



What are coaching challenges you face?



What Made to Stick characteristics have had the biggest impact in your project?



What is something that you want to try?

# Thank you!

The contents of this website were developed under a State Personnel Development Grant (SPDG) from the US Department of Education (CALI/Award #H323A170011), Project Officer, david.guardino@ed.gov. However, the contents of this site not necessarily represent the policy of the US Department of Education and no assumption of endorsement by the Federal government should be made.

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Feel free to contact us!

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