

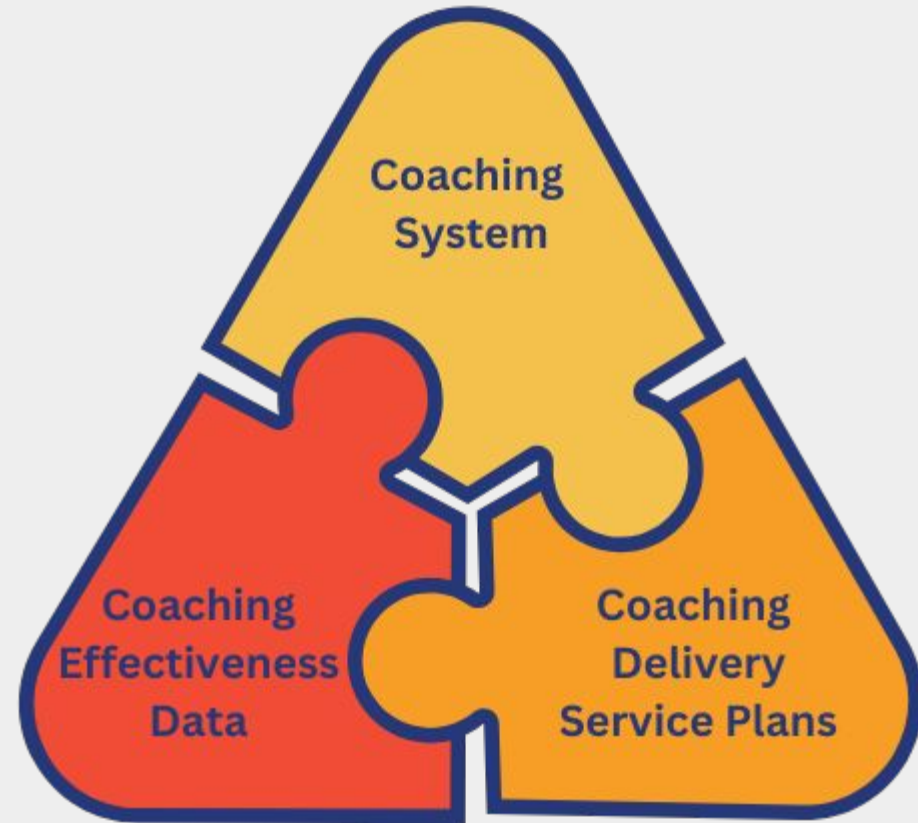
Getting into the Details: Coaching Effectiveness

February 6, 2024



Learning Objectives

- Review the elements of a coaching system and a coaching service delivery plan
- Discuss the why behind collecting coaching data
- Identify data sources to assist you in measuring coaching effectiveness
- Connect all of the puzzle pieces for coaching



Chat Activity

- Take 2 minutes to reflect on your approach to coaching - your system, your plan, your measurements for effectiveness.
- Waterfall Chat Activity:
 - In the chat respond to the prompt but don't hit enter yet!
 - When I say go! Hit enter.

PROMPT: What have you reflected on since our last time together regarding your work and coaching?



Implementation Plan & Sustainability

What data do you have available to make changes?



How can you use that data for decision-making?



How can you address sustainability in the implementation plan?

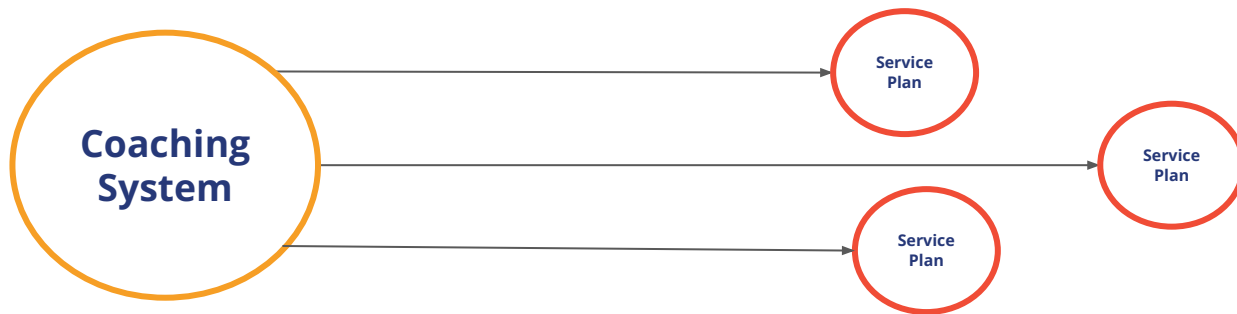


How can you make changes to your implementation plan for sustainability?

COACHING



Coaching Rewind



- Big Picture
- Connecting coaches at different levels of the teaming cascade
- Creating consistency between coaches
- Providing clarity at each agency around what coaching is and what it should look like
- Develops communication loops between levels

- Coaching specifics
- What the math coach is doing
- Who specifically the system coach working with
- How often the instructional coach meeting with teachers 1, 2 & 3
- What communication looks like between the coach and the individual being coached
- Defines what data will be collected and used to measure effectiveness



Coaching System Template

Includes coaching:

- Goals and objectives
- Target audience
- Methods and strategies
- Roles and responsibilities
- Timelines and scheduling
- Communication protocols
- Evaluation processes

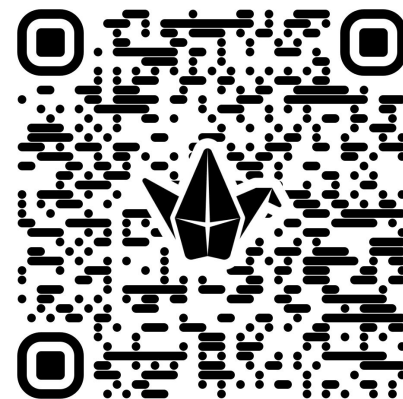
Coaching Service Delivery Plan				Coaching Tip → Coaching Service Delivery Plan Lesson
District			Make a copy of this template for EACH coach.	
District Implementation Coordinator			DATE 3/12/18	
Operationalized Program:				
STAFF	CONCEPT OR SKILLS BEING COACHED	COACHING PROCESS	FREQUENCY	PRE-MEETING/PRACTITIONER PREP DOCUMENTATION (LINK)
Building:				
Building:				



Reflection Activity

Reflect on where your SPDG is at with coaching. List 1-2 coaching questions you would like answered to assist you in moving forward after today.

Enter them on this [Padlet](#) throughout the session.



Coaching Effectiveness Data



#27: DIT uses a **coaching effectiveness data**

- ❑ Coaching effectiveness data is assessed at least three times a year

- ❑ At least three sources of data are used
 - Effective Innovation data
 - BIT observations
 - Product reviews
 - Coaching satisfaction survey results (coaching recipients)
 - Coaching service delivery adherence data
 - Coaches' self-reflections
 - Coaching logs

- ❑ Coaching effectiveness data are utilized to inform improvements in coaching, recruitment and selection, training, and other implementation supports



Coaching Effectiveness Data

- It is about collectively looking at the coaching system and service plan.
- In aggregated format it can:
 - Assist in decision-making for improvement to the system
 - Modify service plans
 - Identify & monitoring solutions implementation barriers
 - Promote the importance of coaching



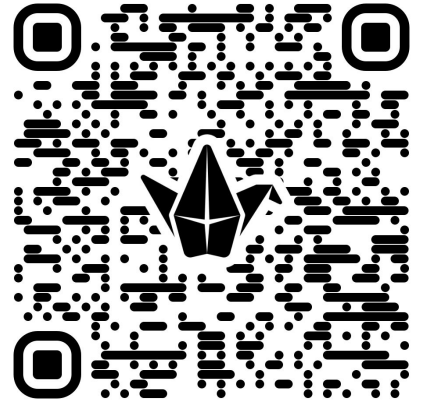
What types of measurements are you currently using?

Examples:

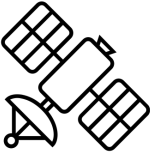
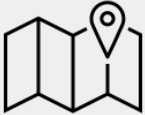

- Coaching Logs
- Teacher Survey
- Direct Observation
- Coach Self-Reflection
- EBP Fidelity Data
- Coaching Cycle Documentation

You tell us!

Add your examples to the [Padlet](#)






Levels of Data

Level	Purpose	Collection
Big Data 	Illuminate group trends	Can be quick to collect. But does not provide you with the specifics needed to make decisions.
Little Data 	Identify coaching trends or instructional skill gaps	May be a little bit more time consuming to collect. Allows you to identify gaps in your coaching system
Micro Data 	Gain insights of coaches and staff experiences and mindsets & monitor internalization of skills	Can be time consuming to collect and process. But allows you to identify needed improvements in the coaching system and service plans






Levels of Data

Level	Purpose	Examples
Big Data 	Illuminate group trends	Teacher Satisfaction survey Coaching Survey
Little Data 	Identify trends or instructional skill gaps	EBP Fidelity Data Coaching Logs
Micro Data 	Gain insights of coaches and staff experiences and mindsets & monitor internalization of skills	Coach Self-Reflection documentation Coaching Cycle Documentation Focus Groups or Interviews



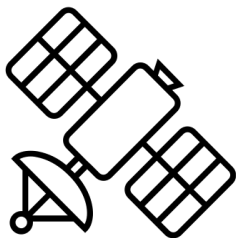
SISEP Center Levels of Data

Level	Purpose	Examples
Big Data 	Illuminate group trends	State Liaison Satisfaction Survey Coaching Survey
Little Data 	Identify trends or instructional skill gaps	State Identified EBP Fidelity Data Coaching Support Logs
Micro Data 	Gain insights of coaches and staff experiences and mindsets & monitor internalization of skills	Monthly data review of coaching log data Coaching reflection cycle Review of each state's State Capacity Development Plan Barrier identification process & Discussion

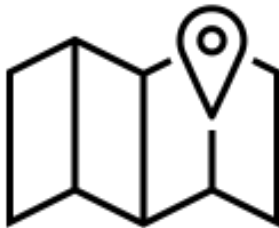


Where does your data fall for coaching?

Use the annotation feature in Zoom



Big Data



Little Data



Micro Data

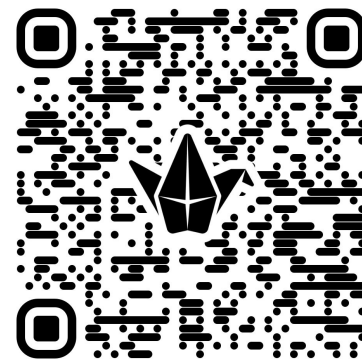


Q & A Time - Whole Group Discussion

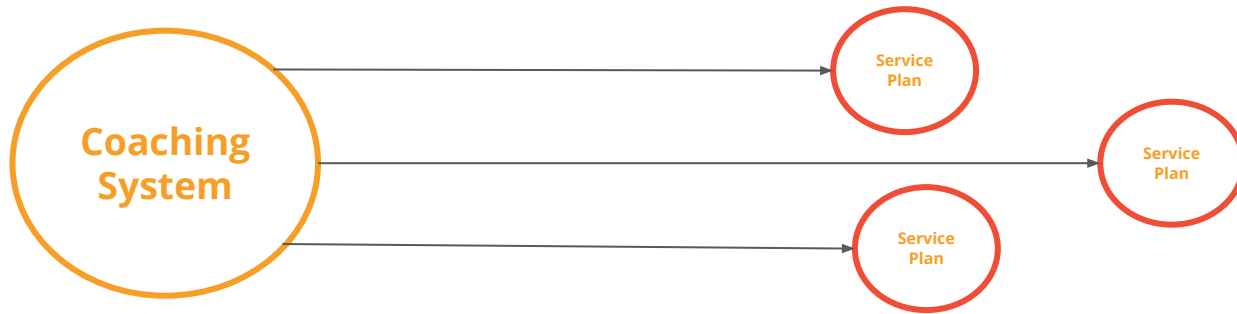
Let's take a look at your questions....

Q & A [Padlet](#)

*Feel free to also unmute or place in the chat.



Coaching Rewind



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Networking Discussion - 10 minutes

Reflection Prompts:

- What is working with the collection of & use of your coaching effectiveness data?
- What are ideas you have for improving the collection of your coaching effectiveness data?
- What are you learning from your coaching effectiveness data?



Whole Group Reflection

Looking back on all your work, what's one piece of advice you'd give yourself if you could go back in time with the knowledge you have now?



Resources

[Coaching System Template](#)

[Coaching Resources on the AI Hub](#)



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email: nirn@unc.edu

