

# Instructional Coaching Year One: The Struggle is Real



WiRSA 2017 Annual Conference  
Wisconsin Dells, WI  
October 31, 2017  
<https://goo.gl/42m4Rd>

Stay in Touch!

Amy Westhuis, Reading Specialist/Literacy Coach

[awesthuis@nhsd.k12.wi.us](mailto:awesthuis@nhsd.k12.wi.us)

@amy\_westhuis

Allen Hunt, Instructional Technology Coach

[dhunt@nhsd.k12.wi.us](mailto:dhunt@nhsd.k12.wi.us)

@allenhunt123

# Essential Questions

1. What is coaching?
2. How can an administrator support instructional coaching?
3. Why are schools going towards coaching?
4. What does an instructional coach do and not do?
5. What does scheduling and data look like for a coach?

# What is Coaching?

Instructional coaches are on-site professional developers who assist educators in using proven research-based instructional methods.

Instructional coaches build teacher capacity and are used strategically to improve universal instruction rather than working exclusively with small numbers of students.

Turn & Talk

<http://dpi.wi.gov>

# How can administration support a coach?

- Clarify the coach's role and purpose for the staff
- Provide time in school schedule for coaching
- Clarify confidentiality for the staff
- Create an environment for coaching
- Let the coach coach!

# Why are schools going towards coaching?

“Coaches can’t limit their coaching to those who they feel comfortable or friendly with. Instead, they must actively create coaching conversations with all teachers.” --  
*Diane R. Sweeney, Student-Centered Coaching at the Secondary Level*

“When teachers are learning, so do students.” Jim Knight, *Unmistakable Impact: A Partnership Approach for Dramatically Improving*

“Research has shown that when teachers work collaboratively with others and share ideas, they are more likely to try new teaching methods and their students benefit.” --  
Knight, 2011

“Reading coaches have been employed to collaborate with teachers to increase their professional knowledge to impact student learning.” --Coburn and Woulfin, 2012

# continued...

“Embedded professional development is a dynamic way to differentiate coaching to meet the needs of individual teachers.” --Shaffer & Brown, 2015

“When teachers within a school collaborate, they begin to think not just about “my classroom” but also about “our school.” --Michael Fullan, 2011

“Coaching is a form of professional development that brings out the best in people, uncovers strengths and skills, builds effective teams, cultivates compassion, and builds emotionally resilient educators. Coaching at its essence is the way that human beings and individuals have always learned best.” — Elena Aguilar, *The Art of Coaching: Effective Strategies for School Transformation*

# What is a coach's role?

## A Coach...

- Meets teachers where they are and coaches teachers to the next step -- resulting in student learning!
- Promotes collaboration
- Embeds professional development
- Improves a teacher's capacity to reflect
- Provides feedback
- Increases teachers' use of data to inform practice (WIN Support Team)

## A Coach Doesn't...

- Substitute Teach
- Spy for the administration
- Push their own agenda on the teacher
- Evaluate the teacher
- Fix the teacher
- Proclaim to be the expert

Turn & Talk

# How do we share our philosophy with teachers?

- We are teachers. We are your equals.
- We are advocates for teachers.
- We are not administrators.
- We are not evaluators (If you want us to take note of something in particular we will observe you).
- We are your guinea pigs.
- We are the people you can come to and say, “Hey, I want to try something.” Our job is to support you in that goal and give you the resources you need to be successful. It may not always work the way we planned, so we will go back to the drawing board and try it another way.

# Scheduling

## Amy - Reading Specialist/Literacy Coach

1st year (50% interventionist, 50% coach)

- I picked 3 teachers I felt comfortable with and team-taught with them.

2nd year (100% coach)

- 4th grade - 1st quarter
- 3rd grade - 2nd quarter
- 5th grade - 3rd quarter
- 2nd grade - 4th quarter

3rd year (100% coach)

- 1st grade - 1st quarter
- Kindergarten - 2nd quarter
- Experiment with teachers scheduling blocks of time with me for second semester.

## Allen - Technology Instructional Coach

$\frac{1}{3}$  - Time in the classroom

$\frac{1}{3}$  - Researching

$\frac{1}{3}$  - Collaborating with teachers

Uses Google Calendar to schedule time with teachers.

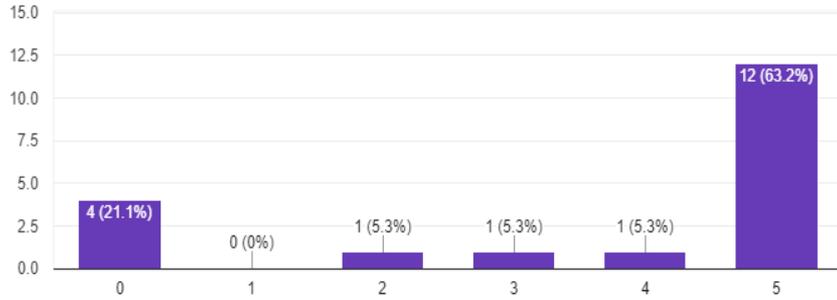
# Literacy Coach Feedback From Teachers

## Literacy Coach Feedback Google Form

1. Providing Support (workshop model, assessment, planning, data, modeling, co-teaching, observation and feedback)
2. Teachers comfort level when... (teaching, working with small groups, planning, coach is modeling, and co-teaching with coach)
3. Is your literacy coach...(available, confidential, objective, honest, professional, a learner)
4. What did you like best about having the coach in your classroom?
5. What strategies/approaches have you used as a result of working with your coach?

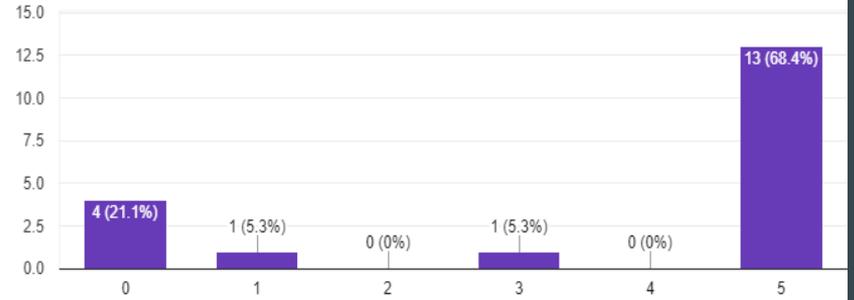
## Workshop Model

19 responses



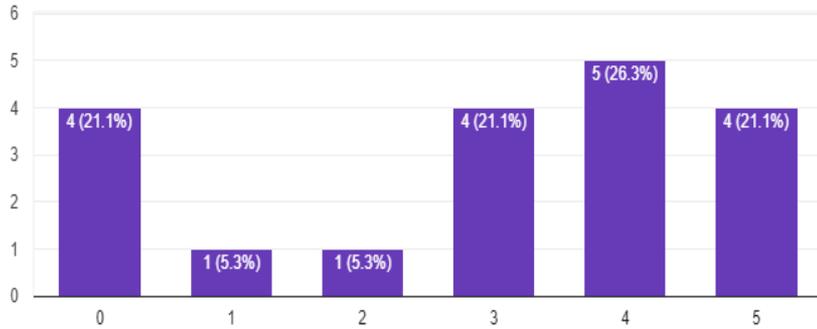
## Planning

19 responses



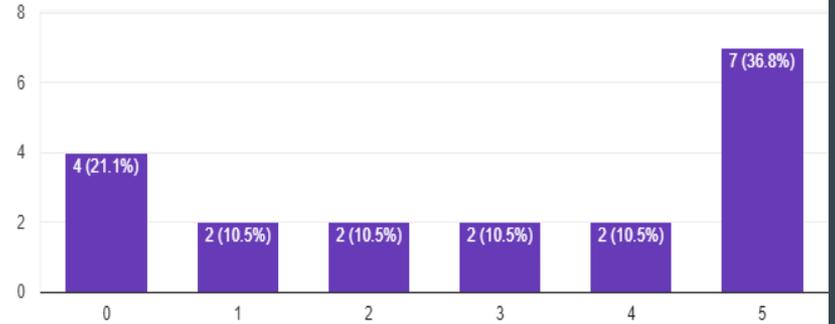
## Assessment

19 responses



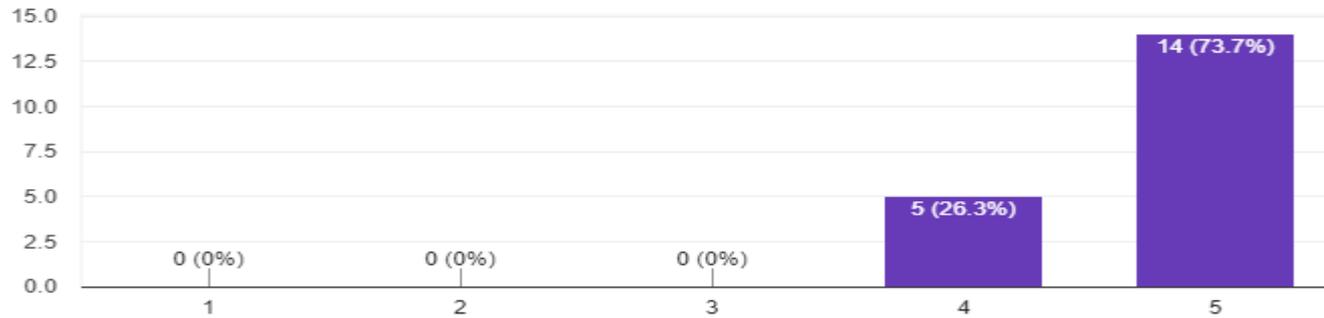
## Analysis of Data

19 responses



## When she is modeling a lesson

19 responses

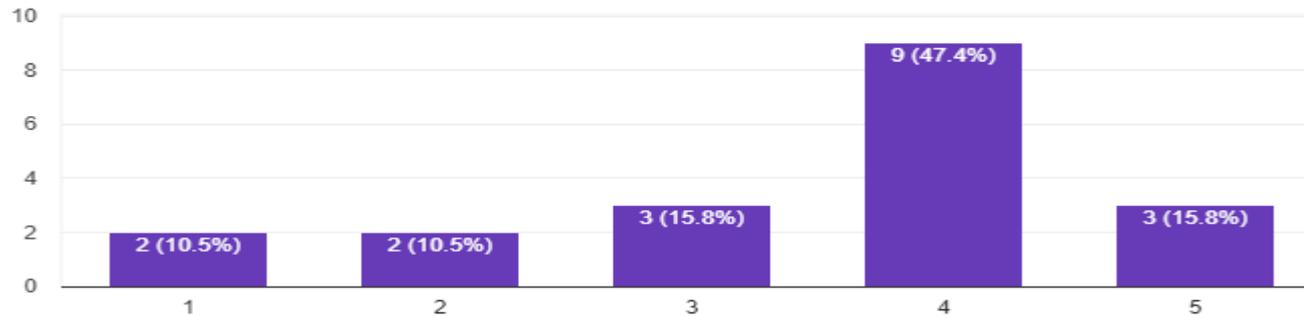


5 = Stress Free

1 = Anxious and Nervous

## When you are teaching

19 responses



# Feedback About Technology From Teachers

iPad 10:59 AM 65%

?

X

**Anonymous** 3mo

### Scott Jadin

I really enjoy using the iPads for authentic assessments. The students really enjoyed using the technology to show off their understanding of materials and to present their work. The iPad is used in every subject and is a great tool to enhance and create wonderful pieces of work.

I would love to see the iPads kept with each grade level with grade level specific apps and resources. That way each grade can come up with a list of apps that they use and don't have to worry about deleting the extra apps that won't be used.

I also agree with Andrea Duwell that I would like to see more Wednesdays dedicated to technology (more what do you do with the app or site, not here

**David**  
16 May 2017, 10:05 AM

**Anonymous** 4mo

I really loved using Book Creator at the end of the year in first grade. I was amazed at some of the projects my class was able to create. They were getting very detailed with the pictures they used to help make their writing even better.



**bug book example**  
PDF document  
padlet drive

1 comment

**David Hunt** 4mo  
Wow...1st grade! It's great that the students can analyze the structure of the text, use evidence to support a point in the text and construct presented information in text as it contributes to the understanding of

**Anonymous** 4mo

### Keeping our iPads updated

In the younger grades it is much more time consuming to keep every single iPad updated. It would be nice if we had an IT person that could help us out with that. I also agree with Kelly LaCrosse, that every grade level should have their own image. It would be nice if we could keep the same iPads every year so we don't always have to keep adding apps in that aren't in the image. It takes lots of time to do this. One last thing, can we make sure the ok button is fixed for next year on all iPads? We waste between 5-10 minutes of a lesson just pushing the OK button, which ends up being our whole minilesson time.

Add comment

**David Hunt** 4mo

### GREEN SCREEN IDEAS!

Keeping in mind I'm more than will to help anyone create a green screen next year, is there anyone else other than Jill Bailey that has a green screen already set up. If you are interested in green screen please ask myself or Jill Bailey. I know Jill would be eager to explain how she set it up. Also...any ideas about how we could create school wide news at the elementary ...middle ....or high school using green screen? It would be nice to start a recording studio with a group of students who love either writing, reading, acting, recording, editing, or producing!

3 comments

**David Hunt** 4mo  
Sandy Roeck just informed my she just figured out green screen today and had her students complete an awesome project so maybe she'll

+            

# Resources

*Coaches as System Leaders* by Michael Fullan & Jim Knight

*Cognitive Coaching* by Arthur Costa & Robert Garmston

*Having Hard Conversations* by Jennifer Abrams

*How to Talk So Teachers Listen* by Laura Lipton & Bruce Wellman

*Instructional Coaching: A Partnership Approach to Improving Instruction* by Jim Knight

*Masterful Coaching* by Robert Hargrove

*Principals Boost Coaching's Impact* by Les Foltos

# Resources continued...

*The Art of Coaching: Effective Strategies for School Transformation* by Elena Aguilar

*The Art of Coaching Teams: Building Resilient Communities that Transform Schools*  
by Elena Aguilar

*The Character of a Coach* by Kay Psencik

*The Shift from 'Me' to 'We': Schools With a Coaching Culture Build Individual and  
Collective Capacity* by Holli Hanson & Christine Hoyos

*What Good Coaches Do* by Jim Knight

Instructional Coaching Credential Program - Edgewood College



MOVIECLIPS.COM