



***Step Back To Move Forward  
Coaching for Results***

Bryce Bird  
District Administrator  
Riverdale School District

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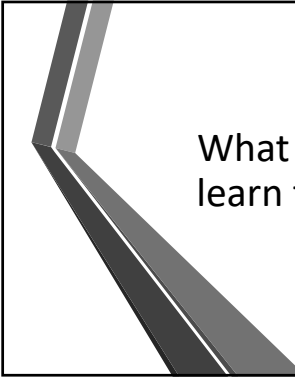
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What are you hoping to learn from this session?

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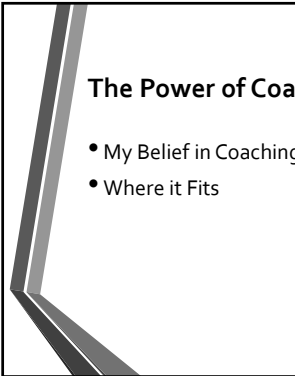
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**The Power of Coaching**

- My Belief in Coaching
- Where it Fits

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**Types of Coaching**

- Personal Performance Coaching
- Mentoring/Instructional Coaching

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**Normal Day at Work**

- Disruptions
- Interruptions
- Priorities

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**Keep the Main Thing – The Main Thing**

- Step Back and Reflect
- Scheduled Time

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**Personalized Coaching**

- Unclutter
- Make Clear
- Develop a Focus

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**The Coach Will...**

- Ask Questions
- Listen Deeply
- Reframe
- Uncover Obstacles
- Support Change in Instruction

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**The Resistance to Change**

- What is holding you back?
- Does it add more to your plate?

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**Set Clear Goals**

- What are the measures that determine success?
- Actions
- Results

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**Action Plan**

- First Steps
  - Just get started!
- Targets and progress checks
  - Flexible plan; expect it to change
- Timely Feedback

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**What Obstacles Exist?**

- What is preventing your students from achieving?

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**Control the Controllable**

- What *can* we control?

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**Riverdale's Challenges**

- Limited Budget
  - Invest \$ closest to kids
- Accountability
  - Expected to raise scores
- School Choice/Competition
- Schedule

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**The Riverdale Way**

- Distributed Leadership
- Reflecting & Problem Solving Together
- Relationships
- Common Planning Time
- Professional Development

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### Distributed Leadership

- **Technology Coach**
  - Library Media Specialist
  - District Assessment Coordinator
  - Technology Budget Planning
  - Distance Learning Coordination
  - COACH
- **Literacy Coach**
  - Reading Specialist
  - Title I Coordinator
  - Curriculum Lead
  - Literacy Budget Planning
  - Reading Interventionist
  - COACH
- **Math Coach**
  - Mathematics Specialist
  - Curriculum Lead
  - Math Data Specialist
  - Math Budget Panning
  - Math Interventionist
  - Core Teacher
  - COACH

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### Professional Development

*Did you know?*

Studies have shown it takes, on average, 20 separate instances of practice, before a teacher has mastered a new skill, with that number increasing along with the complexity of the skill (Joyce and Showers, 2002).

*Does a one-shot workshop accomplish this?*

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### Riverdale Professional Development

- Differentiated Early Release PD
- Bring the Trainer to You PD
- Vertical Teaming Groups for Distributed Leadership

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### Partnerships and Relationships

- Team Meetings and Common Planning Time
- Coaches Meeting
- Data Driven
- Shared Responsibility
- Trust Takes Time
- Advocates for Teachers as Well

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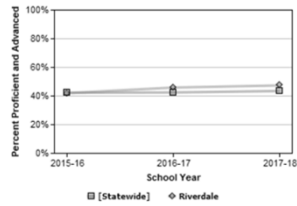
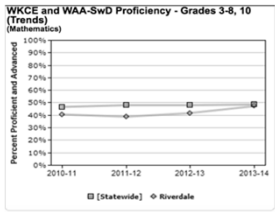
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### The Results



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