Step Back To Move Forward
Coaching for Results

Bryce Bird
District Administrator
Riverdale School District

What are you hoping to learn from this session?

The Power of Coaching

• My Belief in Coaching
• Where it Fits
Types of Coaching

• Personal Performance Coaching
• Mentoring/Instructional Coaching

Normal Day at Work

• Disruptions
• Interruptions
• Priorities

Keep the Main Thing – The Main Thing

• Step Back and Reflect
• Scheduled Time
Personalized Coaching

• Unclutter
• Make Clear
• Develop a Focus

The Coach Will...

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

The Resistance to Change

• What is holding you back?
• Does it add more to your plate?
Set Clear Goals

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

Action Plan

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

What Obstacles Exist?

• What is preventing your students from achieving?
Control the Controllable

- What can we control?

Riverdale's Challenges

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

The Riverdale Way

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

- Technology Coach
  - Library Media Specialist
  - District Assessment Coordinator
  - Technology Budget Planning
  - Distance Learning Coordination
  - COACH

- Literacy Coach
  - Reading Specialist
  - Title I Coordinator
  - Literacy Budget Planning
  - Reading Interventionist
  - COACH

- Math Coach
  - Mathematics Specialist
  - Curriculum Lead
  - Math Data Specialist
  - Math Budget Planning
  - Math Interventionist
  - Core Teacher
  - COACH

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?

Riverdale Professional Development

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

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

The Results