Step Back To Move Forward
Coaching for Results

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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
  • Curriculum Lead
  • 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