



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

Bryce Bird

District Administrator

Riverdale School District

A decorative graphic in the top-left corner consisting of several overlapping, parallel lines in shades of blue and grey, forming a corner-like shape.

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

**WKCE and WAA-SwD Proficiency - Grades 3-8, 10
(Trends)
(Mathematics)**

