



Coaching: Embodying a Mindset to Support Educators

“Look Fors” in Implementation

Overview

Professional coaching conversations are learning interactions that capitalize on strengths, generate positive changes, build capacity and foster personal transformation. The goal of a coaching conversation is to build independence and interdependence. Coaching empowers the coaching client, rather than the coach, to set goals, create plans and analyze results.

Rationale

Evidence shows that coaching yields positive effects on instructional practice and students' academic achievement (Kraft, M.A., Blazar, D. & Hogan, D. (2018) The Effect of teacher coaching on instruction and achievement: A meta-analysis of the causal evidence. *Review of Educational Research*. August 2018, Vol. 88, No. 4, pp.547-588. DOI: 10.3102/0034654318759268)

Steps in Coaching Conversations

Identify purpose	<ul style="list-style-type: none"> ● Determine what you will discuss (usually identified before the conversation begins) ● Restate, clarify and refine conversation topic
Build rapport	<ul style="list-style-type: none"> ● Validate emotions, perceptions and successes
Set goal	<ul style="list-style-type: none"> ● Identify desired outcomes and predictable barriers ● Describe what is going well and build on success ● Reframe into actionable goal that leads to positive change
Create plan	<ul style="list-style-type: none"> ● Discuss and select strategies ● Identify steps in implementing strategy ● Consider resources or needs (materials and/or people) ● Determine timeline ● Select data collection procedure or plan for analysis
Analyze & reflect	<ul style="list-style-type: none"> ● Reflect on process ● Determine next steps and plan for next conversation

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