

# The Many Faces of Coaching

The 5<sup>th</sup> National Reading First  
Conference

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# Coaching Beliefs

- 1) Everyone working in the school should be observed once a week and receive feedback.
- 2) The most skilled and professional educators should be coached the most.

# Roles of Coaches

Data Provider  
Resource Provider  
Curriculum Specialist  
Instructional Specialist  
Classroom Supporter  
Mentor  
Learning Facilitator  
School Leader  
Catalyst for Change  
Learner

## Taking the Lead: New Roles for Teachers and School- Based Coaches

- Joellen Killion and Cindy Harrison
- National Staff Development Council

# Peer Coaching

EVALUATION  
Outside Criteria

MENTORING

SUPERVISION

PEER COACHING  
Teacher's Choice



# Resistance

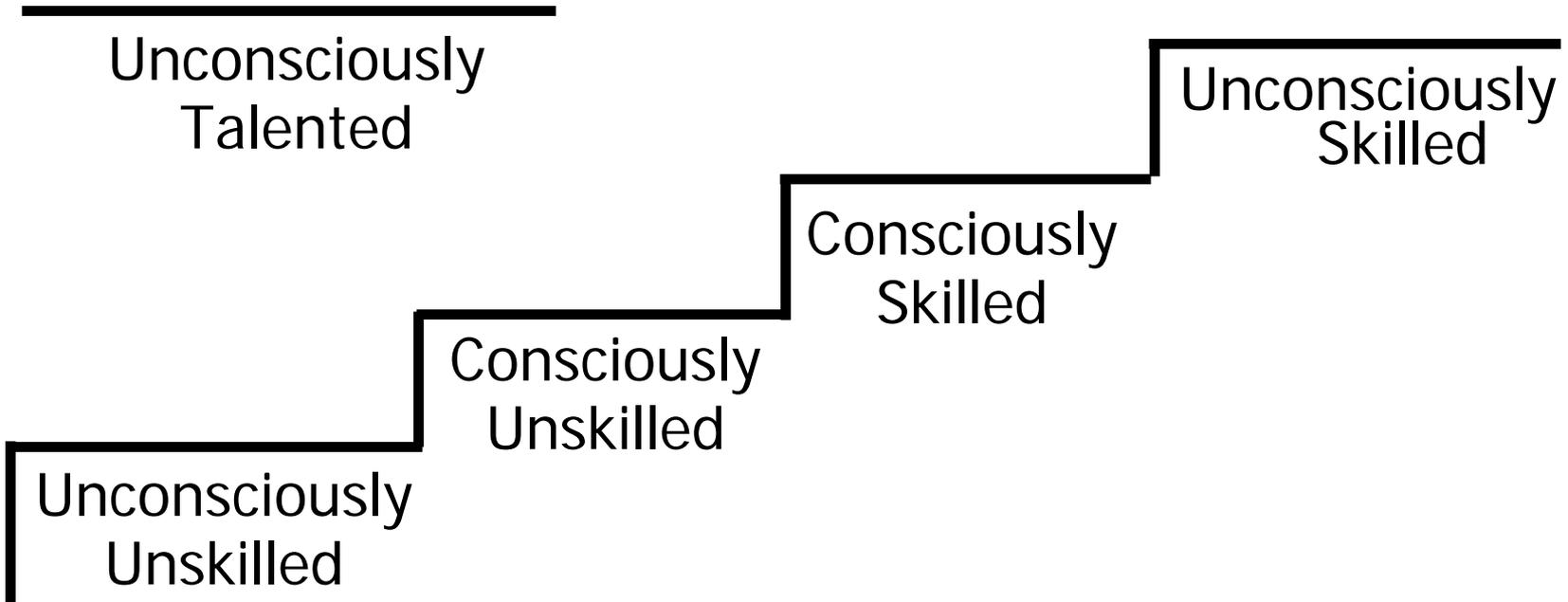


- What resistance arise as school leaders push to increase coaching activities and a coaching culture?

# Teacher Rewards from Coaching

- Practice Consciously
  - Gain Options
    - Celebrate

# Gordon's Skill Development Ladder

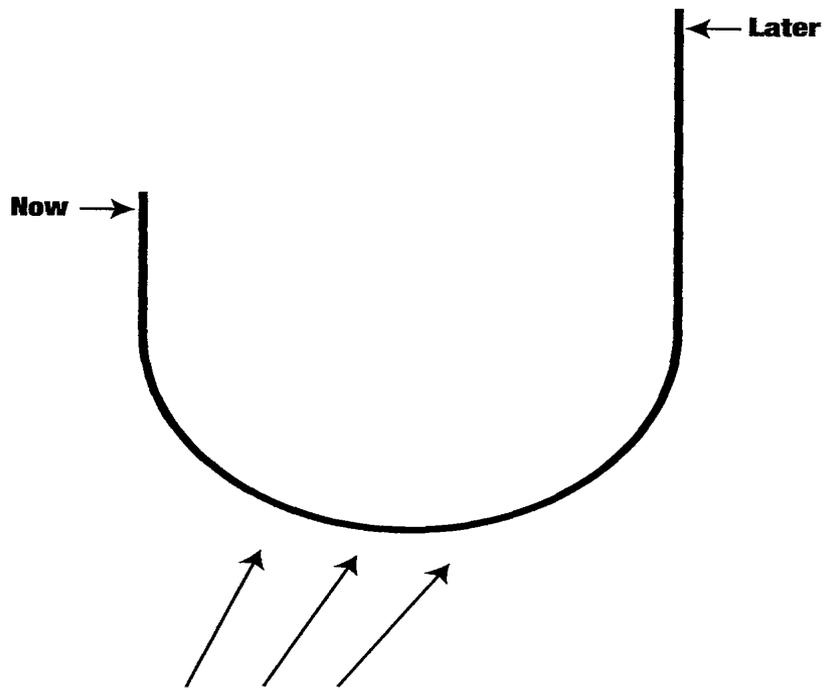


- Gordon's (1974) Skill Development Ladder

# Learning Dip

*Okay, What Is Coaching?*

45



The coach is a cheerleader during this difficult time.

**Figure 3.2.** The Learning Dip

# Trusting the Roles

Teacher

The diagram consists of three light blue ovals with black outlines. The 'Teacher' oval is positioned at the top center. Below it, the 'Coach' oval is on the left and the 'Administrator' oval is on the right. There are no lines or arrows connecting the ovals.

Coach

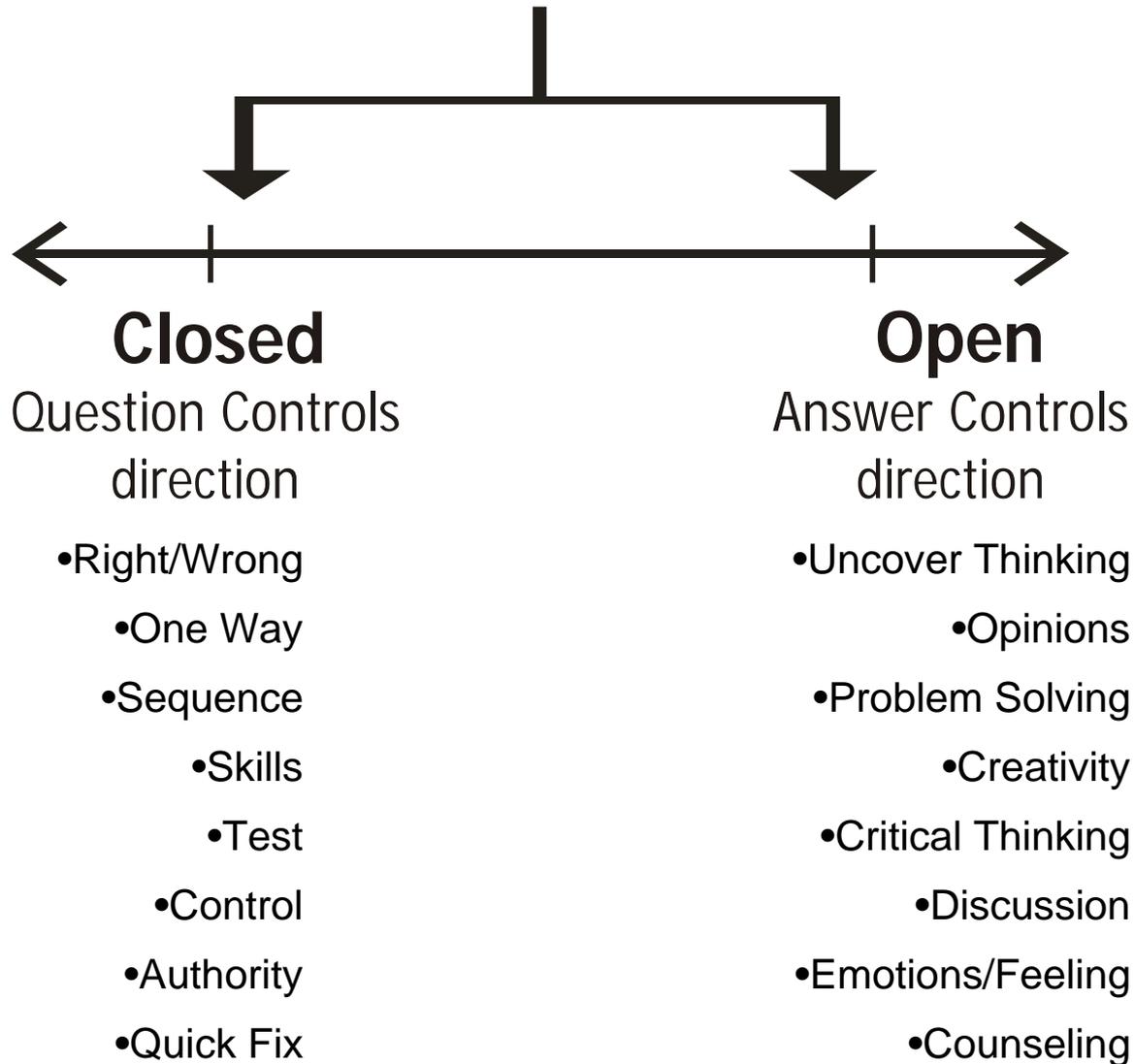
Administrator

**Pre-Observation Conference**

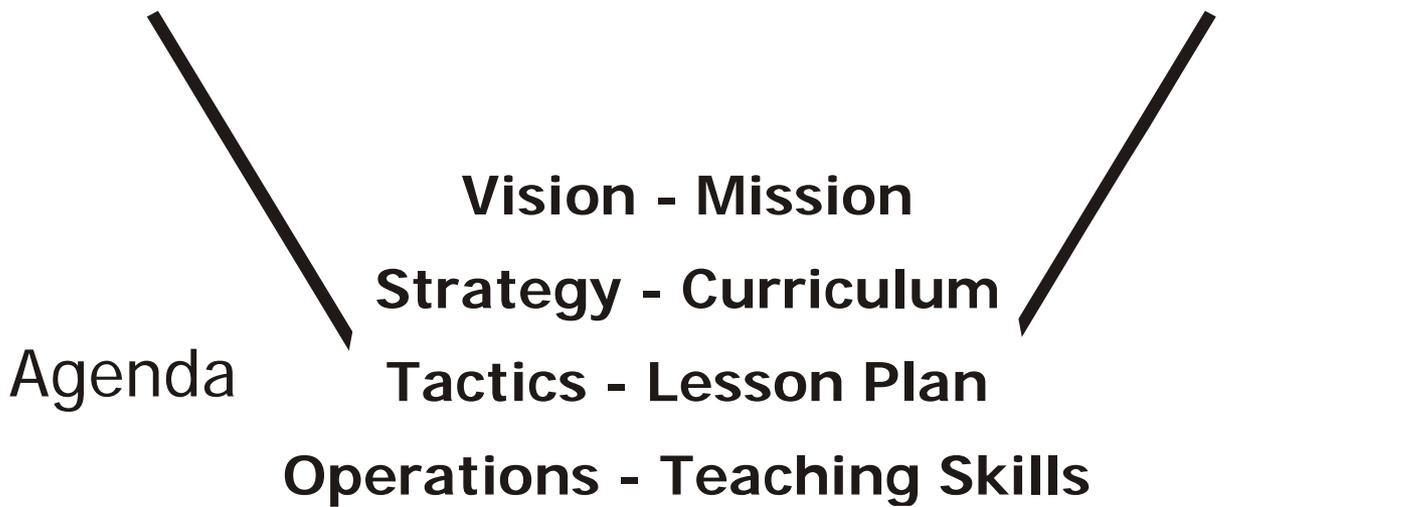
**Observation**

**Post Observation Conference**

# The Environmental Influences



Creative                      Evaluative                      Personalized



Agenda

Focus

# LISTENING TEST

- You believe that . . . . .
- My focus is . . . . .
- I should notice . . . . .

# Coaches Role in Teacher Relationships

- Parallel Play
- Adversarial Relationships
- Congenial Relationships
- Collegial Relationships

Roland S. Barth

Relationships Within the Schoolhouse

ASCD 2006

# How Administrators Support Peer Coaching

**Technical Coaching**



**Staff Development**

**Collegial Coaching**



**Relationships**

**Challenge Coaching**



**Solutions & Opportunities**