

**INDUCTION FOR THE
21ST CENTURY
EDUCATOR**
(ICE 21)

The Coaching Cycle
Tune-Up

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Outcomes for this Session

Examine the four steps of The Coaching Cycle:

- Planning Conference
- Observation
- Analyzing and Interpreting Data
- Reflecting Conference

Consider resources to use during coaching

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What does successful coaching require?

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SUCCESSFUL COACHING REQUIRES

- A trusting relationship between mentor and beginning teacher
- Sanctioned time for preparation, observation, reflection and communication
- Clearly defined roles, responsibilities and expectations
- Effective listening skills
- Questions that promote higher level thinking and shared decision-making
- Data collection, analysis and feedback

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WHY COACHING?

- Helps establish a line of communication
- Provides teachers with opportunities to talk about practice
- Expands teaching skills through reflection and feedback
- Involves beginning teacher in shared decision-making



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ACQUIRING NEW SKILLS/BEHAVIORS

| LEVELS OF IMPACT | Concept Understanding | Skill Attainment | Application (Work Setting) |
|------------------------|-----------------------|------------------|----------------------------|
| COMPONENTS OF TRAINING | | | |
| Presentation | 85% | 15% | 10% |
| Modeling | 85% | 18% | 10% |
| Practice and Low-Risk | 85% | 80% | 15% |
| Feedback Coaching | 90% | 90% | 80% |

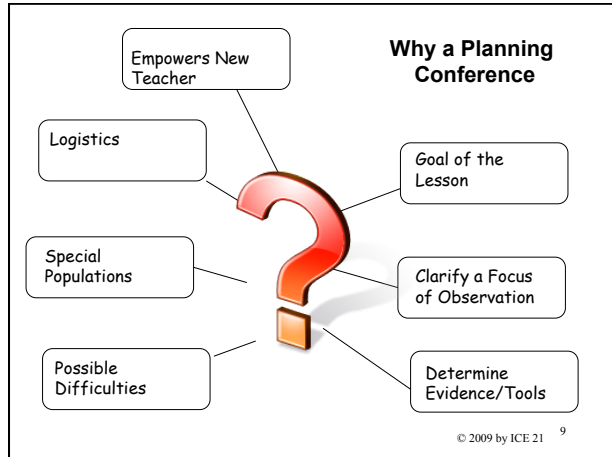
Percents are not exact – only estimates

From the work of Bruce Joyce and Beverly Showers, presented at the Annual Conference of the National Staff Development Council, March 1982.
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THE COACHING CYCLE

1. Planning Conference
2. Classroom Observation
3. Data Analysis and Interpretation
4. Reflecting Conference

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Planning Conference Video



*Planning Conference Guide
*Stems

<http://www.youtube.com/watch?v=hJAV2plehco&feature=youtu.be>

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STEMS

- Paraphrasing
- Clarifying
- Mediation
- Teachable Moments
- Suggestions
- Nonjudgmental Responses

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THE COACHING CYCLE

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| Evidence and Opinion | |
|-------------------------------------------------------------------------|------------------------------------|
| Evidence | Opinion |
| I see... I hear... | I think... |
| <small>New Teacher Center, University of California, Santa Cruz</small> | <small>© 2009 by ICE 21 13</small> |

Observation Video

*Mirroring the Classroom

Watch for Areas of Focus

<http://www.youtube.com/watch?v=hJAV2plehco&feature=youtu.be>

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Why Data Gathering?

- Continuous Monitoring
- Improving Performance
- Impacting Professional Growth

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Quantitative Observation Techniques

- Verbal Interaction/Verbal Flow
- Classroom Movement/Proximity Analysis
- Performance Indicators
- Categorical Frequency/Numeric Data

Others???

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THE COACHING CYCLE

1. Planning Conference
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- 3. Data Analysis and Interpretation**
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Data Analysis & Interpretation Preparation

1. Analyze data collected.
2. To what do you want to draw attention?
3. What questions might you pose about the data?
4. What suggestions do you want to be ready to make?

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Feedback is...

1. Specific rather than g_____. Refrain from using praise.
2. Focused on behaviors that can be c_____.
3. In the "here and now". Doesn't bring up old concerns or m_____.
4. Well timed.
5. Balanced between areas that need to be changed as well as areas of s_____/success.
6. Clear and u_____.
7. Not o_____ for the beginning teacher.

Feedback that is requested is more powerful!

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The Praise Dilemma

Research has found that praise can:

- lead to lower expectations of success
- increase pressure such that it interferes with success
- diminish risk-taking behaviors
- undermine intrinsic motivation

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Giving Feedback Activity

Write examples of feedback using the beginning teacher as your reference.

Be prepared to share out.

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Data Analysis and Interpretation Video

*Mirroring the Classroom

*Listen for evidence, add to handout.
Listen for feedback.*

<http://www.youtube.com/watch?v=hJAV2plehco&feature=youtu.be>

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Reflecting Conference

A PROTOCOL

- ✓ Impressions of the Lesson
- ✓ Data to Support Impressions
- ✓ Share Data Collected
- ✓ Draw Conclusions
- ✓ Next Steps

Conferencing protocol adapted from the work of A. Costa and R. Garmston.

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Reflecting Conference Video

*Reflecting Conference
Guide

*Stems

<http://www.youtube.com/watch?v=hJAV2plehco&feature=youtu.be>

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*Working with
Adult Learners*

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As you leave...

*What is the most
valuable piece of
information you can use
from this session?*

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