

# Coach Endorsement Overview

## What is coaching?

Coaching is a form of job-embedded professional development for adults who willingly engage in working collaboratively around a goal for student achievement. The program guides teachers through a reflective cycle of continuous quality improvement using research-based best practices with the support of mentor coaches.

## What is Coach Endorsement?

Coach Endorsement is a rigorous one-year Georgia Professional Standards Commission certified program that:

- Develops knowledge, skills, and dispositions of instructional coaching to support individual teacher growth, collaborative learning team growth, and student achievement.
- Empowers teacher leaders to plan and facilitate ongoing job-embedded professional learning in alignment with each school's plan for improvement.
- Achieves implementation and transfer of coaching best practices.

## Best Practices

### Georgia Professional Standards for Coaching:

- Set goals based on performance standards
- Analyze performance assessments and results
- Develop and implement an effective coaching plan
- Provide effective feedback
- Promote communication
- Establish the relationship of trust with all stakeholders
- Exhibit commitment and implementation with fidelity

### Coaching Best Practices:

- Partnership agreements with all stakeholders
- Transparency and confidentiality
- Setting goals for teacher/team learning
- Student-centered coaching
- Coaching within a structured coaching plan
- Questioning and feedback techniques
- Coaching stances based on needs of coachee
- Build teacher capacity to self-reflect and self-coach

## Professional Learning

- May: Orientation to set expectations and create partnership agreement with administrator sponsor
- July: Coach Camp 1.0: five days in the first summer to front load coaching mindset and practice coaching
- August, October, January, and March: Saturday Sessions: two half days in the Fall and Spring semesters to provide deeper dive into individual and team coaching cycles
- Year-long one-on-one support with an experienced mentor coach
- Virtual field experience: one full day to observe and debrief both individual and team coaching from an endorsed coach
- Just In Time: evening training with mentor coach and peers on a deep dive of relevant coaching best practices twice a year
- June: Coach Camp 2.0: five days in the second summer to develop professional learning leaders (aligned to Learning Forward Standards for Professional Learning)

## Partnering with Leadership

- Principal commitment to candidate success
- Orientation for candidate and administrator sponsor to level set expectations and create a partnership agreement
- Candidate support team meeting 2-3x/year with candidate, mentor coach, and administrator sponsor
- Meeting with mentor coach and principal to design a professional development plan to support local school
- Opportunities for principal and administrator sponsor to attend Coach Camp 2.0 for collaborative planning



# Teacher Leader Series Overview

## What is teacher leadership?

A teacher leader is any teacher who aspires to build the capacity of colleagues. They could be department chairs, grade chairs, team leads, members of a school's instructional leadership team, or any other teacher who has an interest in leadership.

## What is Teacher Leader Series?

The Teacher Leader Series is available to all teacher leaders. This series will equip teacher leaders with the knowledge and skills needed to lead effective collaboration and infuse coaching best practices to promote growth and reflection of teacher practice. Skills include building relationships, understanding and facilitating adult learning, exploring how to approach conversations, and providing effective feedback to build capacity of teachers and teams.

## Best Practices

### Facilitating Team Dynamics:

- Facilitating teams
- Monitoring and maintaining a focus on students' learning
- Navigating resistance and conflict on a team

### Facilitating Through Coaching:

- Utilizing coaching behaviors and dispositions
- Coaching through teacher and team strengths

## Professional Learning

- Team strengths
- Team agreements and norms
- Stages of team development
- Types of collaboration
- Protocols for examining student work and student data
- Agendas for meetings
- Actions for Improved Student Achievement

- Strategies for feedback
- Perspectives for listening
- Cognitive coaching skills
- Directive to reflective coaching stance
- Resistance and conflict on a team
- Continuous quality improvement

## Partnerships

- Providing customized school support
- Offering cluster support
- Encouraging cross-department support
- Networking between leaders