Growing Teacher Leader Capacity Through a District Coaching Program

Gwinnett County Public Schools

December 10, 2019
Curiosity
Curiosity is an everlasting flame that burns in everyone's mind. It makes me get out of bed in the morning and wonder what surprises life will throw at me that day. Curiosity is such a powerful force. Without it, we wouldn't be who we are today. Curiosity is the passion that drives us through our everyday lives. We have become explorers and scientists with our need to ask questions and to wonder.

Clara Ma - age 11
Curiosity releases dopamine, a chemical associated with motivation that is more powerful than any A+ could be at the end of the day.
Curiosity
Curiosity
Curiosity

What did you notice about yourself when you channeled your curiosity?
Agenda

- Opening Moves
- Who We Are
- Why Coaching?
- Academy Problem of Practice
- What is Teacher Leadership?
- GCPS Teacher Leadership Programs
- Process and Connect
Learning Outcomes

- Discuss “Why coaching?”
- Explore teacher leadership perspectives
- Learn how Gwinnett County Public Schools (GA) supports teacher leadership
- Reflect on implications for your context
Community Agreements

- Remember, we are all learning
- Assume positive intent
- Step up and make room
Personal Inquiry Question

What do you hope to learn from attending our session?

Create a personal inquiry question

What can I offer my teacher leaders in the district I support?
Parking Lot

Questions
The Office of Staff Development supports...

- Teachers
- Teacher Leaders
- Leadership Teams
- School Support Staff (clerical, nutrition, custodial, etc.)

...by designing customized high-quality professional learning opportunities for schools.
Why Coaching?

IMPLEMENTING

- Leader Actions
- Team Actions
- Teacher Actions
- Student Actions
- Student Outcomes

PLANNING
LF Academy Problem of Practice

Improve teacher practice and student achievement by developing a common understanding around coaching implementation practices that can be utilized by instructional coaches and teacher leaders in Title I Gwinnett County Public Schools.
Coach Endorsement Data

Collaborative Learning Team Coaching Cycle

Individual Coaching Cycle
Coaching Academy Data

● Communication Skills
  ○ Perspectives for Listening
  ○ General Coaching Stems
  ○ Positive Presuppositions
Teacher Leadership

- What is teacher leadership?

- What does teacher leadership support look like from your context?
Affinity Map
GCPS Journey in Teacher Leadership

- **2011**: First Coach Endorsement (CE) cohort begins
- **2016**: Teacher Leader Series (TLS), Three part series
- **2017**: TLS School Support
- **2018**: Coaching Academy Two part series
- **2019**: Coach Endorsement program (9th year)

Teacher Leader Series combines into a five part series offered 2x a year
Balcony View of Both Programs

What questions do you have?

Jot on your agenda
Balcony: Teacher Leader Series

What relates back to your personal inquiry question?

What information supports a need in your district?
Let’s Dance: Teacher Leader Series
Talents

1) Narrow down to your **TOP 5**
2) Read through characteristics of your talents
Drivers and Shadows

Talents

Analytical  Innovative

Procedural  Relational
Process & Connect
Balcony: Coach Endorsement Program

What relates back to your personal inquiry question?

What information supports a need in your district?
Stay curious a little bit longer and rush to advice giving a little bit slower.

Michael Bungay Stanier
Curious Coaches...

- Have a strong desire to learn
- Believe that others are naturally creative, resourceful, and whole
- Embrace the fluid nature of coaching
- Ask powerful, open-ended questions
Powerful Questions

Powerful questions are provocative queries that put a halt to evasion and confusion. By asking the powerful question, the coach invites the client to clarity, action, and discovery at a whole new level. As you can see from the following examples, these generally are open-ended questions that create greater possibility for expanded learning and fresh perspective.

<table>
<thead>
<tr>
<th><strong>Anticipation</strong></th>
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<tbody>
<tr>
<td>What is possible?</td>
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<tr>
<td>What if it works out exactly as you want it to?</td>
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<tr>
<td>What is the dream?</td>
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<tr>
<td>What is exciting to you about this?</td>
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<tr>
<td>What is the urge? What does your intuition tell you?</td>
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<thead>
<tr>
<th><strong>Evaluation</strong></th>
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<tr>
<td>What is the opportunity here?</td>
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<td>What is the challenge?</td>
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<tr>
<td>How does this fit with your plans/way of life/values?</td>
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<tr>
<td>What do you think that means?</td>
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<tr>
<td>What is your assessment?</td>
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<table>
<thead>
<tr>
<th><strong>Example</strong></th>
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<tbody>
<tr>
<td>What is an example?</td>
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<tr>
<th><strong>For Instance</strong></th>
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<tr>
<td>If you could do it over again, what would you do differently?</td>
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<td>If it had been you, what would you have done?</td>
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<tr>
<td>How else could a person handle this?</td>
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<tr>
<td>If you could do anything you wanted, what would you do?</td>
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Coachee: I’m just not very happy at work.
Coach: What does that mean - “not very happy”?  
Coachee: I’m bored and I don’t make a difference.  
Coach: Let’s start with “bored.” That’s what you don’t want. What is it you do want?  
Coachee: I want to wake up in the morning excited about the day.  
Coach: What else?  
Coachee: I want to be more creative.  
Coach: How can you create that in your work now?  
Coachee: I’m not sure. I guess I never thought it was possible.  
Coach: What is possible?
## Powerful Questions Practice

### Roles: Coach & Coachee

### Goal: Have a 1 minute conversation with a partner.

<table>
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<th>Do:</th>
<th>Don’t:</th>
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<tr>
<td>- Ask powerful questions ONLY</td>
<td>- make statements</td>
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<tr>
<td></td>
<td>- summarize</td>
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<td></td>
<td>- offer advice</td>
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<td></td>
<td>- tell stories of your own</td>
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<td>- draw conclusions</td>
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**Kickstart Question: What’s on your mind?**
What did you notice about yourself as a coach?

How can asking powerful questions build the capacity of teacher leaders?
Process & Connect
Teacher Leader Programs Resources/Logistics
Moving to Action

- Boosts your mood even when you’re not expecting it
- Enhances creativity, especially when you’re seeking a solution
- Sparks connections between brain cells
- Improves working memory
- Yields the right rhythm for thinking
What will you make a big priority and take a small step toward?
Contact Us

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Post-Session Evaluation

Take our 3 minute survey!

Session ID: 2407

NOTE: Session ID should be in all CAPS and is case-sensitive.

Your responses power our report.