Courage is contagious. A critical mass of brave leaders is the foundation of an intentionally courageous culture. Every time we are brave with our lives, we make the people around us a little braver and our organizations bolder and stronger.

-Brene Brown
Leveraging the Power of Coaching
Shaunda Garrison | Assistant Principal Clara Love Elementary

Cara Carter | Executive Director of the Technology Division

Dr. Sandy Conklin | Principal Samuel Beck Elementary

Dr. Mary Seltzer | Director of Student Services
Holiday Takeaways..

- Share our story in relation to coaching
- Strategies for gentle accountability and focusing time
- Action plans to take back to your work or team
- Ideas for support no matter your role
A little about us...

- Top 10 fastest growing district in TX
- Approximately 23% built out
- Current: ~25,000 Students
- 2023: ~30,000
- 2028: ~37,000
- Approx. 3,000 District Employees
A little about us...

31 Campuses:
- 19 Elementary Schools
- 6 Middle Schools
- 3 Comprehensive High Schools
- 1 Accelerated High School
- Special Programs Center
- Youth Residential Program
Every Child Every Day!
Core Beliefs

Kids come first.
Continuous learning is essential to prepare for college and career opportunities.
The success of each student is the shared responsibility of students, families, schools, and communities.
Learning is influenced by environment.

Vision
Northwest ISD empowers learners and leaders to positively impact the world.

Mission
Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.

Strategic Goals

1. Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

2. Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

3. Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.
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Every Child Everyday!
<table>
<thead>
<tr>
<th>Standards for Professional Learning</th>
</tr>
</thead>
</table>

**Professional learning that increases educator effectiveness and results for all students**...

<table>
<thead>
<tr>
<th>LEARNING COMMUNITIES: Professional learning that increases educator effectiveness and results for all students creates within learning communities committed to continuous improvement, collective responsibility, and goal alignment.</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEADERSHIP: Professional learning that increases educator effectiveness and results for all students requires skillful leaders who develop capacity, advocate, and create support systems for professional learning.</td>
</tr>
<tr>
<td>RESOURCES: Professional learning that increases educator effectiveness and results for all students requires prioritizing, monitoring, and coordinating resources for educator learning.</td>
</tr>
</tbody>
</table>

**DATA:** Professional learning that increases educator effectiveness and results for all students uses a variety of sources and types of student, educator, and system data to plan, assess, and evaluate professional learning.

**LEARNING DESIGNS:** Professional learning that increases educator effectiveness and results for all students integrates theories, research, and models of human learning to achieve its intended outcomes.

**IMPLEMENTATION:** Professional learning that increases educator effectiveness and results for all students applies research on change and sustains support for implementation of professional learning for long-term change.

**OUTCOMES:** Professional learning that increases educator effectiveness and results for all students aligns its outcomes with educator performance and student curriculum standards.
Aligning our Work:
Standards of Professional Learning

Learning Communities: Professional learning that increases educator effectiveness and results for all students occurs within learning communities committed to continuous improvement, collective responsibility, and goal alignment.
Engaging in Continuous Improvement

- Professional learning to extend educators' knowledge of content, content-specific pedagogy, how students learn, and management of classroom environments;
- Selection and implementation of appropriate evidence-based strategies to achieve student and educator learning goals;
- Application of the learning with classroom support;
- Use of evidence to monitor and refine implementation; and
- Evaluation of results
Let’s find out who’s in the room!
Continuum Dialogue

Protocol Reminders:
➔ Listen and respect with interest
➔ Speak with candor
➔ No one’s comments will be challenged or argued
➔ Thoughtful reflection on other responses is okay
I prepare for the holidays all year long 

VS.

I still have two weeks. Plenty of time!
15 minutes early is on time.

vs.

Meh, starting times are just a suggestion.
Desk organization: A place for everything and everything in its place vs. I have a desk?
Instructional Coaching: Most stakeholders in the district understand coaching.

VS.

Our district believes all coaches wear whistles?
Instructional Coaching: Our district has fully invested in instructional coaches.

vs.

We could use some ideas.
Instructional Coaching: Our district has a clear coaching vision.

vs.

We’re still looking for ideas.
Who are your peers?

→ Coach - 2 steps forward

X Campus based leader/teacher - no steps

← District administrator - 2 steps back
What is your definition of coaching?
A few asked for my definition of coaching, so here goes: Instructional coaches partner with teachers to: analyze current reality, set goals, identify and explain teaching strategies to hit the goals, and provide support until goals are met. #CoachED2019
Reflect on the two quotes below. Why does every teacher deserve a coach?

One of the primary goals of transformational coaching is to empower educators to make decisions on their own that further the learning and success of all children.

Elena Aguilar
The Art of Coaching Teachers

"The most valuable resource that all teachers have is each other. Without collaboration our growth is limited to our own perspectives."

Robert John Meehan
Knight featured a quote from the surgeon-writer Atul Gawande: “Coaching done well may be the most effective intervention designed for human performance.”
Coaches in NISD: All Coaches cut in 2011

Teamwork of coaches 2016

Started hiring coaches back 2013

Solid role establishment 2014

Collaboration of coaches 2018

Coaches in NISD: Started in 2009
Collaboration with the Coach

Coaching Cycle

- Goal Setting
- Observation and Data Collection
- Reflection
- Learning
Choose one to discuss at your table:

1. In your experience with coaching, where in the cycle might you get stuck?
2. Are there parts that you tend to skip over?
3. Which parts of the coaching cycle do you think are most powerful?
Mega Labs

PURPOSE:

To engage in collective inquiry into the teaching and learning of mathematics with time to experiment with new ideas with our own students.

In math labs, teachers work together with coaches to experiment with instruction during both planning and the classroom enactment by making instructional decisions in the moment.

FOUR PHASES TO EXPLORE:

Phase 1: Unpacking New Learning
Phase 2: Co-Planning
Phase 3: Co-enactment
Phase 4: Debrief
Lunch and Learn

WHAT IS A LUNCH AND LEARN?
Lunch and Learn is an opportunity for teachers to receive professional development during their lunchtime. The PD takes about 30-45 minutes and teachers can use the information gained to complete a school project or to teach their students. It is an opportunity for teachers to network, to learn new strategies, and to get ideas for their lesson plans.

OPTION 1: NUMBERLESS WORD PROBLEMS
Numberless Word Problems

We will introduce teachers to the context of Numberless Word Problems, and how these may help move students away from “number crunching” toward true understanding and deep thinking.

OPTION 2: WHICH ONE DOESN’T BELONG

Teachers will learn how to utilize “which one doesn’t belong?” in their classrooms. This will help students to compare, contrast, and reason about their answers to determine similarities and differences.

OPTION 3: THREE ACT TASKS

Several opportunities have already been mentioned in Three Act Tasks, but if you are still new to Three Act Tasks, this lunch session will show how to set up a Three Act Task for your students.

SCHEDULE A LUNCH AND LEARN TODAY!
Meredith Cunningham, MCunningham@isd38.org
Jami Semir, JSemir@isd38.org
Jill Larson, JLarson@isd38.org

NORTHWEST ISD ELEMENTARY MATHEMATICS IS HERE TO SERVE YOU!
Reflecting on the Impact

Where is your day being spent?
- On campus: 79.9%
- Admin or meeting: 13.8%
- Campus PD: 9.2%
- Other: 10.8%

What type of coaching or support did you conduct?
- Classroom observation/feedback: 22.1%
- Co-planning: 13.5%
- Facilitating Professional Development: 13.3%
- Planning Professional Development: 13.3%
- Attending Professional Development: 13.3%
- Classroom modeling/co-teaching: 9.2%
- Data-Analysis/Goal Setting: 9.2%
- Video/Club/Teaching: 10.8%
Reflecting on the Impact

TEKS 3
35 responses
Evaluation of the Results

Today's training will help me become more effective in my job.
47 responses

Today's training will help me successfully implement campus/district initiatives and instructional expectations.
47 responses
Engaging in Continuous Improvement

- Professional learning to extend educators' knowledge of content, content-specific pedagogy, how students learn, and management of classroom environments;
- Selection and implementation of appropriate evidence-based strategies to achieve student and educator learning goals;
- Application of the learning with classroom support;
- Use of evidence to monitor and refine implementation; and
- Evaluation of results
1. How do you leverage coaches in your school or district?

2. Share one strategy you heard that you want to try?
That sounds great, but...
How can NISD Instructional Coaches serve you?

**INSTRUCTIONAL DESIGN**
- Strategic lesson design with individual teachers, PLCs or teams
- Curriculum guidance/content support
- Brainstorming/problem solving with teachers and PLCs
- Planning for differentiation

**INSTRUCTIONAL SUPPORT**
- Modeling
- Co-teaching
- Side-by-side coaching
- Coaching cycles
- Reflecting on practices (i.e., video coaching)

**EMPOWERED LEARNERS**

**RESOURCE NAVIGATION**
- Curriculum navigation
- Edulgence training and troubleshooting
- Identify aligned resources

**PROGRESS MONITORING**
- Data analysis
- Data discussion facilitation
- Share methods for progress monitoring, assessments and collecting data

**GOAL SETTING**
- Connect evidence-based best practices to campus goals
- Support educators with setting, refining and achieving instructional/TTESS goals/SLOs

**PLC COLLABORATION**
- Facilitate professional learning
- Participate in vertical, grade level and/or department PLC
- Partner with instructional leaders
Text Study
Seven Success Factors for Great Instructional Coaching
Jim Knight

tinyurl.com/7successfactors
Top 10 Strategies for Success

10. Start slow to go fast
Top 10 Strategies for Success

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9. Relationships are key
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8. Nurture a safe space for coaches & teachers
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7. Purposeful placement of coaches
Top 10 Strategies for Success

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9. Relationships are key
8. Nurture a safe space for coaches & teachers
7. Purposeful placement of coaches
6. Keep consistency in coaches
Top 10 Strategies for Success

5. Hiring the right coach is critical
Top 10 Strategies for Success

5. Hiring the right coach is critical
4. Evaluate progress multiple times a year
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4. Evaluate progress multiple times a year
3. Time logs for self reflection
Top 10 Strategies for Success

5. Hiring the right coach is critical
4. Evaluate progress multiple times a year
3. Time logs for self reflection
2. Keep creative tension
Top 10 Strategies for Success

5. Hiring the right coach is critical
4. Evaluate progress multiple times a year
3. Time logs for self reflection
2. Keep creative tension
1. Start somewhere
Now It’s Your Turn!
Action Plans for Next Steps
Courage is contagious. A critical mass of brave leaders is the foundation of an intentionally courageous culture. Every time we are brave with our lives, we make the people around us a little braver and our organizations bolder and stronger.

-Brene Brown
Take our 3 minute survey!

Session ID: 2442

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

Your responses power our report
Current Model

⇒ Content Coaches
  ◆ ELA (9)
  ◆ Math (6)
  ◆ Science (1)
  ◆ Social Studies (1)

⇒ Instructional Technologists (9)

⇒ Special Education (4)

⇒ Student Services (3)

⇒ Campus Based Coaches