



Coaching Review

2020-2021



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Preparation

We began the process when we were hired as Instructional Coaches in February last year. We held Google Meets throughout the 4th quarter last year and into the summer to plan how coaching would look in Geneseo. We have so far read two books as a group and attended several online and in person professional development to be fully prepared to coach teachers.

Beginning of the year

We spent the beginning of the school year creating resources to meet the immediate needs of teachers and parents. While the majority of these were done first quarter, our newsletters are sent out quarterly, our Hot Tips will be sent out monthly this semester and we will continue to update our website.

[Hot Tips](#)

[Parent Tech Tools](#)

[Live Presentations for Parents](#)

[Website](#)

[Professional Development](#)

[Newsletters](#)

Coaching Cycles

- Coaching Cycles
 - 3 Cycle periods this year
 - Fall, Winter, Spring
 - Time frame varies depending on developed goal
 - Caseload
 - About 14 each



1. Establish a relationship, develop a goal for students that is driven by standards.



2. Make a plan to pre-assess students, design instruction to meet their needs

4. Post-assessment, additional instruction for those who have not met goal



3. Collaboratively implement instruction, modify when students are not reaching goal



Reflection Tool

Dates of Coaching Cycle:		Coaching Focus(Grade/Subject/Content):																																
<u>Standards-Based Goal</u> What is the goal for student learning?	<u>Instructional Practice</u> What instructional practices will help students reach the goal?	<u>Instructional Coaching</u> What coaching practices will be implemented during this coaching cycle?	<u>Teacher Learning</u> As a result of the coaching, what instructional practices are being used on a consistent basis?	<u>Student Learning</u> How did student achievement increase as a result of the coaching?																														
Students will... Standard(s): Baseline Data: Where are the students now? <table border="1"> <thead> <tr> <th>Students</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Exceeds</td> <td></td> <td></td> </tr> <tr> <td>Meets</td> <td></td> <td></td> </tr> <tr> <td>Developing</td> <td></td> <td></td> </tr> <tr> <td>Emerging</td> <td></td> <td></td> </tr> </tbody> </table> How do we know? As measured by the following formative assessment: Data Goal Targets:	Students	#	%	Exceeds			Meets			Developing			Emerging			Teacher(s) will...	Coach will... <input type="checkbox"/> Analyze student work <input type="checkbox"/> Collaborate to set goals <input type="checkbox"/> Collect student evidence during the class period <input type="checkbox"/> Co-teach <input type="checkbox"/> Create learning targets <input type="checkbox"/> Plan collaboratively with teacher(s) <input type="checkbox"/> Share learning to build knowledge of content and pedagogy Other:	Teacher is...	In relation to the goal, students are... Post Assessment Data: Where are the students now? <table border="1"> <thead> <tr> <th>Students</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Exceeds</td> <td></td> <td></td> </tr> <tr> <td>Meets</td> <td></td> <td></td> </tr> <tr> <td>Developing</td> <td></td> <td></td> </tr> <tr> <td>Emerging</td> <td></td> <td></td> </tr> </tbody> </table> How do we know? As measured by the following formative assessment: Follow-up plan for students who did not reach the goal:	Students	#	%	Exceeds			Meets			Developing			Emerging		
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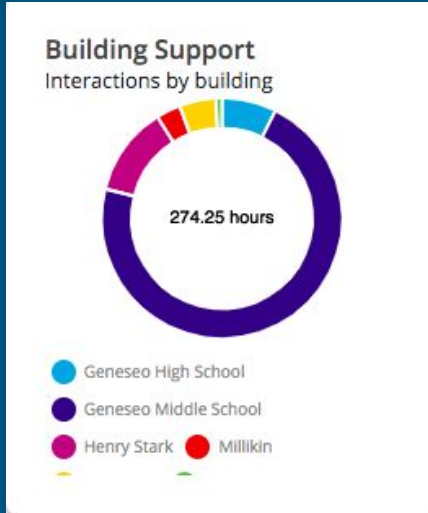
Support after the
cycle

What are the outcomes of coaching?

How do we know?

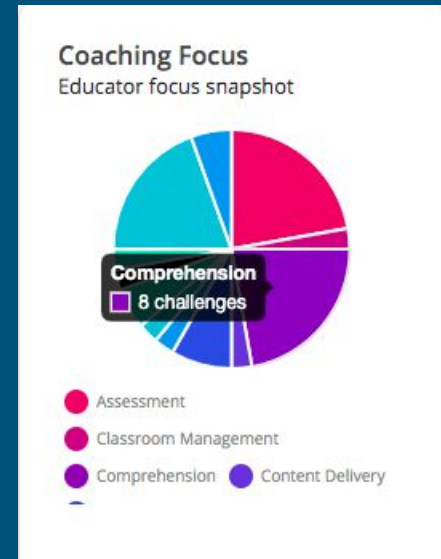
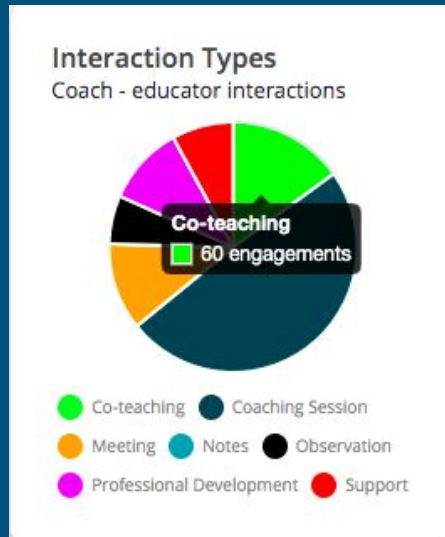
- Three ways data is collected:
 - Quantitative:
 - Connect Hub
 - Data Tracking Hub that collects time, cycle topics, and overall reference for coaching interactions. (Think principal's SAM process)
 - Results Based Coaching Tool
 - Adapted from Diane Sweeney's Student Centered Coaching Approach
 - Qualitative:
 - Reflection Surveys
 - Individual Reflection
 - Cycle Reflection
 - Team Meeting Reflections - Coaching the Coaches

The Quantitative Data: Purposeful Interactions



*Building Support shows only time worked directly with teachers or students.

*Co-teaching consists of a wide variety of student interaction.



*Coaching focus tracking allows coaches to identify trends, and partner teachers together to promote collaboration among departments and buildings.

Quantitative Data Results: Student Growth

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Data Goal Targets:																			

Baseline Data:

Students	#	%
Exceeds	17.1	10%
Meets	31	18%
Developing	44.85	26%
Emerging	77.05	46%

Post Assessment Data:

Students	#	%
Exceeds	52.8	31%
Meets	64.5	38%
Developing	35.1	21%
Emerging	17.6	10%

- 36% less students in emerging
- 21% more students in exceeding
- 20% More students in Meets and less in Developing
- Next Steps are in place for continued growth

Qualitative Data: Teacher/Student Impact

Cycle Reflections

Thank you for all the hard work that you have put in during this coaching cycle. I appreciate your willingness and openness in completing this process. Also, thank you for allowing me to be part of your classroom and collaborating with me. Below are some quick reflection questions meant to help review this process. In order to finalize the cycle, please complete these in a timely manner.

Your email address (dgale@geneseoschools.org) will be recorded when you submit this form. Not you? [Switch account](#)

* Required

What worked well for you during our collaboration and coaching work? *

Your answer _____

How do you feel our collaboration positively impacted the students? *

Your answer _____

What were any challenges or missed opportunities during our work together? *

Your answer _____

From the Teachers' Perspective

My coach was very resourceful and helped with creating the slides. Without my coaching cycle, I likely never would have tried this new practice."

Promotes Personal Growth

Completed Coaching Survey

Thank you again for completing a coaching cycle with us! While we realize that each of you has reflected individually with your coach, we would also like to collect some cumulative data over the coaching cycle process. If you could anonymously complete this final survey, we would greatly appreciate your feedback.

Thank you for being part of the first wave of coaching in Geneseo!
Dawn, Teri, Rachel, and Ashley

* Required

Reflecting back, how useful did you expect your coaching cycle to be before you started? *

1 2 3 4 5
Not useful Very Useful

After completing your cycle, how useful was your cycle? *

1 2 3 4 5
Not useful Very Useful

Promotes Program Growth

Future Plans

- Hiring of a 5th Instructional Coach
- Hiring of Administrative Coach for Academics and Instruction
- Begin expansion of program to all district buildings
 - Meetings with all building principals
 - Introductory presentations and Q + A sessions (throughout 2nd semester)
 - Placement of coaches for next school year
- Continue attending professional development led through the Chicago Coaching Center (summer of 2021)
- Continue building a culture of teaching and learning during the 2021-22 school year

Q & A

Thank you for your time tonight and for your support of this worthwhile program!

What excites you about the data? What questions do you still have?

