

Revised 1ers focused on similar pedagogical targets

- All teacher/coach meeting content and documentation will remain confidential and shared only between the teacher and the coach unless the teacher grants permission for others to view.
- Coaches will maintain a coaching log.

COACHING TOOLS:

The following tools/protocols are to be used by all coaches as a part of the service delivery model. Coaches are encouraged to utilize other coaching practices shared during the coach training sessions.

1. Coach-Teacher Discussion Process
2. Coaching Cycle Protocol including a:
 - a. Minimum of 1-3 times in the classroom per week for each teacher.
 - b. Minimum of 1 planning conversation with each teacher per week (20-40 minutes).
 - c. Minimum of 1 reflective conversation with each teacher per week (20-40 minutes).
3. Thinking Through a Lesson Protocol or the Core Issues of Lesson Design and Reflection Protocol.
4. Evidence-based Collection Tool or scripting.

COACHING SERVICE DELIVERY MODEL

THEORY OF ACTION:

When teachers and coaches study the evidence of the teacher's instructional practices on student learning together, and new evidence-based instructional practices are changed to better support learners, the teacher's instruction will have a greater impact on student learning.

ALIGNMENT TO DISTRICT GOALS:

1. We will raise academic growth expectations for all students.
Coaching will support teachers design instruction to support individual student growth.
2. Students will develop innovative thinking and authentic problem-solving skills by engaging in rigorous tasks.
Coaching will support teachers implement rigorous tasks to support appropriate student struggle.
3. Our instruction and curriculum facilitate integrated, real-world learning that maximizes individual potential of each student.
Coaching will support teachers to improve instructional practice to support student learning.
4. We will increase our capacity to respond to student academic, emotional and social needs through partnerships with caregivers and the community.
Coaching will support teachers' plans for instruction based upon student academic needs.
5. We align the budget with the district vision and the needs of our students.
All core academic teachers will have access to and participate in cycles of coaching.
Coaches will assist in the identification of curricular materials that advance student learning.

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PROGRAM OUTCOMES:

1. 100% of coaches will display proficiency in the use of district coaching tools and be able to implement the coaching model with fidelity by June of 2023.
2. 95% of coached teachers will report satisfaction with coaching cycles by June of 2023.
3. 100% of coached teachers will be able to provide evidence of growth in their pedagogical practice as a result of coaching by June of 2023.

COACH RESPONSIBILITIES:

Coaching is one element of the Colchester Public Schools' instructional support system.

Coaches support systemic improvement of instruction by:

- Collaborating with educators in the planning and delivery of curricula and instruction
- Facilitating cycles of individual teacher instructional improvement for all teachers—pre-conference/lesson enactment/post-conference conferring to build upon the teaching and learning goals determined by teacher
- Supporting teachers through the setting of instructional growth goals, co-planning of instruction to meet the unique needs of students, and modeling of research-based instructional strategies
- Facilitating individual and group teacher learning using current, research-based professional resources
- Coaching teachers with daily and long-term lesson planning in accordance with Colchester curricula
- Working with teacher leaders and PLCs on the identification and design of instructional strategies to support improved student learning outcomes at the grade and school level

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SERVICE DELIVERY

- All grade level and ELA, math, science, social studies teachers will have gone through at least one coaching cycle.
 - The District will explore how to expand coaching to all educators, including essentialists and elective area teachers.
- Coaches will primarily utilize a content-focused coaching model that is [student-centered](#)
- Coaching cycles utilizing the coaching tools will occur over a 4-6 week period during which coaches will work with a maximum of 4 teachers; Coaches may work with groups of teaching weeks, what amount of student growth would you find realistic AND inspiring?

RESOURCES FOR COACHING PROFESSIONAL DEVELOPMENT