

Coaches Camp 2025

Take-Aways:

Creating a foundation for effective coaching through **RELATIONSHIPS.**

Understanding Relationship Importance in Coaching: Acknowledge the crucial role of strong relationships in coaching, impacting teaching practices and student learning.

Overcoming Relationship-Building Challenges: Identify and tackle common challenges in developing relationships with teachers using practical strategies.

Evolving Role of Coaches: Grasp the changing dynamics of instructional and technology coaching roles.

Navigating Coach-Administrator Dynamics: Understand the influence of administrative support on coaching effectiveness and develop strategies for effective communication and partnership.

Achieving **Sustained Change in Teacher Practice** through coaching.

Differentiating Collaboration and Coaching: Distinguish between collaboration and coaching in education, and explore the limitations of collaboration in driving sustainable instructional change.

Andragogy in Adult Learning: Define andragogy, differentiate it from pedagogy, and apply its principles to design effective professional learning experiences.

Analyzing Data: Learn strategies for using data to help you inform your coaching as you guide teachers towards long-lasting, impactful practices.

Igniting a **District Wide Culture Shift** in Teaching + Learning.

Creating Positive Learning and Cultivating Collaborative Learning Cultures: Foster a culture that supports shared learning and ongoing improvement.

Coaching in High-Stress Environments: Formulate strategies to effectively support teachers in high-stress settings without overwhelming them and address instructional improvement amidst resistance.

Peer Coaching and Leadership: Understand the benefits of peer coaching, identify potential teacher leaders, and develop strategies for a peer coaching model that enhances continuous professional growth.

CINCINNATI Camp Agenda

Day 1

Day 2

Welcome to Coaches Camp! We are excited to learn with you and support you over the next two days.

Day 1

Time	Activity
8:00-8:45 EST	Camp Welcome + Breakfast
8:45-9:25 EST	The Core of Coaching + Building Relationships Part 1
9:25-9:40 EST	Campfire Chat + Mail Call
9:45-10:25 EST	Building Relationships Part 2
10:25-10:35 EST	Break
10:35-11:05 EST	Navigating the Nuances: Clarifying the Coach's Role
11:05-11:15 EST	Break
11:15-11:45 EST	Fostering Healthy Admin/Coach Relationships
11:45-12:15 EST	Lunch
12:15-12:30 EST	Campfire Chat / Tent Reflection

12:30-1:15 EST	Building Your Brand: Explore It!	
1:15-1:30 EST	Campfire Chat / Tent Reflection	
1:30-2:30 EST	Meet Educators Where They Are (Choice Sessions)	
	Collaboration to Coaching	There are a Few Things You Should Know About Andragogy...
2:30-2:40 EST	Break	
2:40-3:15 EST	Jigsaw Meeting Educators Where They Are	
3:15-3:30 EST	Rec Break	
3:30-3:45 EST	Daily Wrap	

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Day 2

Time	Activity	
8:00-8:30 EST	Breakfast Around the Campfire	
8:30-9:15 EST	Moving the Needle in Resistant & Overwhelmed Environments	
9:15-9:35 EST	Campfire Chat / Tent Reflection	
9:35-10:15 EST	Choice Sessions	
	Building Your Brand: Build It!	Building Your Bench: How to Amplify Your Impact Through Peer Coaching Models
10:15-11:00 EST	The Data-Driven Coach	
11:00-11:45 EST	Lunch	
11:45-12:30 EST	AI for Coaches	
12:30-12:40 EST	Break	
12:40-1:30 EST	Impact Acceleration through Coaching Cycles	
1:30-1:50 EST	Campfire Chat	
1:50-2:35 EST	Impact Acceleration Workshop, Part 2	
2:35-2:45 EST	Break	

2:45-3:30 EST

Camp Wrap

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VIRTUAL Camp Agenda

[Day 1](#)

[Day 2](#)

[Day 3](#)

Welcome to Coaches Camp! We're excited to learn with you and support you over the next three days.

Day 1

Time	Activity
9:00-9:30 EST	Camp Welcome
9:30-10:15 EST	The Core of Coaching + Building Relationships 1
10:15-11:00 EST	Building Relationships 2
11:00-11:20 EST	Campfire Chat
11:20-12:20 EST	Lunch
12:20-1:05 EST	Navigating the Nuances: Clarifying the Coach's Role
1:05-1:45 EST	Fostering Healthy Admin/Coach Relationships
1:45-2:00 EST	Daily Wrap

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Day 2

Time	Activity
9:00-9:30 EST	Welcome & Campfire Chat

9:30-10:15 EST	Building Your Brand: Explore It!	
10:15-11:00 EST	Meet Educators Where They Are (Choice Sessions)	
	Collaboration to Coaching	There are a Few Things You Should Know About Andragogy...
11:00-11:15 EST	Campfire Chat	
11:15-12:00 EST	Moving the Needle in Resistant & Overwhelmed Environments	
12:00-1:00 EST	Lunch	
1:00-1:45 EST	Building Your Brand: Build It!	Building Your Bench: How to Amplify Your Impact Through Peer Coaching Models
1:45-2:00 EST	Campfire Chat + Daily Wrap	

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Day 3

9:00-9:30 EST	Welcome & Cabin Connections (connect yesterday to today)
9:30-10:15 EST	The Data-Driven Coach
10:15-11:00 EST	AI for Coaches
11:00-11:45	Impact Acceleration through Coaching Cycles
11:45-12:45	LUNCH
12:45-1:30 EST	Impact Acceleration Workshop, Part 2
1:30-2:00	Final Wrap

Session Descriptions

The Core of Coaching + Building Relationships 1

If we were to ask you, "How important is your role to the success of your school, what would you say?" What would your teachers say? How about your district and building leadership? Effective coaches are critically important to the success of teachers. Effective coaches can transform the student learning experience for the better on a massive scale. YOU can transform the learning experience for every individual student in your

district. That sounds a tad dramatic and a moderate level of scary. This camp opener is going to stretch your brain, challenge you to plan for scalability, position you to be the ultimate change agent in your school community.

Building Relationships 2

Now that you are wrapping your mind around the fact that you CAN transform student learning on a massive scale, we will dive deeper into the skills and strategies that will help lay the foundation for the impactful coaching work to come.

Navigating the Nuances: Clarifying the Coach's Role

This professional development session is designed to address the evolving and often ambiguous role of instructional and technology coaches by exploring strategies for defining your coaching role within your school community. This session aims to provide participants with a comprehensive understanding of your professional identity which we will build upon more in the Building Your Brand session.

Fostering Healthy Admin/Coach Relationships

It is critically important that coaches foster a strong, supportive relationship with administrators. In this session you will learn effective methods for enhancing communication and collaboration with administrative staff, and leave with practical tools to build productive partnerships with them.

Building Your Brand: Explore It!

Building relationships is the very foundation upon which successful coaching begins. We've taken a pretty deep dive into what relationship-building looks like from the relationship perspective. Now, it's time to learn ways to toot our horns and let everyone know what we do!

Collaboration to Coaching

Riddle us this... Coaching is always a collaboration, but is collaboration always coaching? We think not! Often we find ourselves leaning into the comfortability of collaboration without truly coaching. We provide recommendations, but don't create waves with reflective questioning. We model a new strategy or resource, but never take the training wheels off and challenge the teacher to give it a try on their own. For improved instructional strategies and technology integration to be sustainable (and continue to be utilized after we leave), we must get more comfortable with coaching teachers towards independent mastery. How do we move from the shared responsibility of collaboration to transformative and sustainable coaching? Let's find out.

There are a Few Things You Should Know About Andragogy...

Professional development has earned a pretty tough reputation. A recent national survey reported that only 29% of teachers are satisfied with their PD offerings. How do we design professional learning for adult learners that both meets their developmental needs and promotes a positive culture for learning? This session explores how to mesh andragogical best practices with the needs of the modern teacher.

Moving the Needle in Resistant & Overwhelmed Environments

Progress must be made- for our teachers & for our students. We MUST coach and improve instruction. But how do we grow our staff when they are buried in tasks, student behavior issues, and over-loaded calendars? This session will challenge you to identify barriers to coaching in high-stress environments, help you develop strategies to support teachers effectively without overwhelming them, and identify techniques that foster instructional improvement amidst resistance.

Building Your Brand: Build It!

Yesterday, we learned not only the importance of marketing yourself, but also some strategies and tools you can use to do just that. Today, you will have time to create some of those marketing resources so they are ready to go when you return to your campus.

Building Your Bench: How to Amplify Your Impact Through Peer Coaching Models

A coach is responsible for the growth of an entire district or school, but there is never enough time to reach every educator. Explore the untapped potential of teacher leaders in your schools to expand your impact on teaching and learning. There are many effective peer coaching practices that can help you identify and nurture talent within your school to amplify your influence and create a culture of collaboration and continuous improvement!

The Data-Driven Coach

HQSD is a concept that many coaches help their teachers understand and use to inform their teaching in order to make meaningful changes in their students' learning. What about the data that coaches can use to inform their work? In this session, you will learn practical ways to collect, analyze, and use data to help your work be even more impactful.

AI for Coaches

With all of the AI tools out there, how can you narrow down the prospects in order to make the most of your time and resources? We will take a look at some of the AI tools available and look at real-life examples of how to build and make AI work for you.

Impact Acceleration Workshop

This two-part workshop is designed to help instructional coaches deepen their understanding of how to align their coaching strategies with their school district's overarching goals, thereby enhancing their effectiveness and accelerating their impact. Through a mix of collaborative activities, guided planning, and reflective practice, participants will learn how to better integrate district objectives into their coaching plans, ensuring their work not only supports teacher growth but also contributes to the broader educational mission. Leave this session with your own strategic plan for coaching!