



Leadership/Team Coaching: 21 Opportunities for Learning

What areas of growth are you exploring this year? Review the questions below as potential pathways for learning. These topics are not exclusive; please bring your personal challenges. Once ready, sign up for an enrollment interview here: <https://forms.gle/YUv2Jf9Q2kSCDbXP8>

Creating Confidence Through Trust: How can I foster relationships and community as a foundation for a healthy culture and confident faculty?

Potential inquiries:

- ☐ How can I talk so **others hear me**, and listen so others feel heard?
- ☐ How can I be consistent in **acknowledging and celebrating** staff/student successes in a genuine way?
- ☐ What are more productive ways to **"tell our story"** beyond test scores, and begin to create a true narrative around our collective journey toward success?
- ☐ How can I **lead meetings** and other collaborations that ensure equity of all voices and honors people's time?
- ☐ How can I **structure my days** to ensure that I am present and available for the school community, while also devoting enough time to administrative tasks?
- ☐ What strategies are most effective for **separating coaching from evaluating**?

Organize Around a Priority: How can we develop a focus that both systematically and responsively moves us toward a successful and more sustainable community?

Potential inquiries:

- ☐ What supports or systems can be put into place to better support **student academics and behaviors**?
- ☐ How can I **create a schedule** that prioritizes my school's current focus for improvement, while not ignoring other important areas/initiatives?
- ☐ What areas of the **school environment** could be improved to ensure both safety and academic success?
- ☐ What are the most effective practices for **hiring staff** who will continue to carry out our mission and vision?
- ☐ How can we **examine our present beliefs** so we understand our current status and move forward?
- ☐ Are there effective **budgeting practices** to ensure resources and support help us achieve our goal?

Affirm Promising Practices: How can I identify, document, and recognize teachers to support and scale effective instruction?

Potential inquiries:

- ☐ What are some effective ways to deliver **professional development** that supports teacher growth?
- ☐ How can I analyze **schoolwide assessment data** that focuses first on strengths to build on for improvement?
- ☐ How can I ensure that I am **equitable in noticing and naming** what all teachers are doing well?
- ☐ How can I avoid blanket praise, and make my **affirmations evidence-based** while motivating to sustain promising practices?
- ☐ How can we articulate the most effective teaching practices to build **schoolwide instructional coherence**?

Communicate Feedback: How can I effectively share information about teachers' practices to foster professional growth?

Potential inquiries:

- ☐ How can **data be organized** to provide clarity around our school's current status?
- ☐ How might I invite teachers to **accept feedback about their practice** without becoming defensive?
- ☐ How can I coach teachers so they become more **self-directed and self-determining** in their practice?
- ☐ What **coaching maps/strategies/stems** are effective for helping teachers build capacity to solve their own challenges?
- ☐ What if a teacher is **demonstrating negative behaviors** and coaching isn't working? What are my next steps?