



THE LAD COACHING PROCESS

FREQUENTLY ASKED QUESTIONS

1. What is the coaching process?



2. Does everyone receive coaching?

The determination for how coaching happens is based on your school's leadership team but typically every classroom/ teaching team goes through at least two coaching cycles.

3. What happens in a coaching cycle?

A coaching cycle consists of:

- a goal or focus identification for the observation,
- observation,
- debrief session (coaching) and reflection

It is important to note that the focus of the observation may change but the goals won't until after completion of a goal review for mastery.

4. What happens in coaching? Is it always the same approach?



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Coaching is a collaborative process built on a trust relationship between the coach and the Coachee. There are many different approaches to coaching but in education our approach is holistic, integrating Competency & Need Focused Coaching.

Competency Coaching

- Education: Provides information on new processes, systems or way of doing things.
- Correction: Provides information to update, revise or correct current performance.
- Processing: Provides steps to implementation of a new or updates system, process or task.



Needs Coaching

- Shifting Perspectives: Engage in perspective taking to improve recognition of and consideration for diversity, beliefs, expectations, and/or values that are impactful to their practice.
- Motivation: Coaching and training focuses on addressing needs, trauma and motivation. Often the focus for teachers with low scores in performance, who are experiencing burn out or are struggling with alignment to the school's vision, curriculum and/or culture.

5. How do I know when my goals for coaching have been achieved?

The goal(s) that you've set for coaching in alignment with the overarching goals for your program are considered met when you are able to demonstrate mastery of the skills attached over 5 consecutive observations AND you feel that you have met them. Your goals will also be shared with your Supervisor. A formal supervision aligned with your set



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goal(s) may also occur that supports confirmation of achievement. The typical timeline for goal review and progress monitoring to achievement occurs every 8- 10 weeks.

6. When and where do coaching debrief sessions happen?

Coaching debrief sessions are conducted virtually or on-site. Coachees will be able to schedule their debrief immediately by going into their portal and clicking the link to schedule their coaching session. Each session is set for 30-60 minutes.

7. How often should I schedule coaching sessions? Does coaching only occur after an observation?

Great question! You must schedule a session within 10-12 days of your observation. In addition...

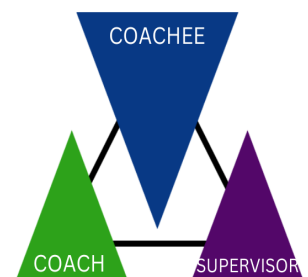
- Sessions can be scheduled weekly if you desire. In some engagements, coachees have access to office hours that they can use to have quick check-ins. If you don't, use the "Quick Chat" function to set up a 15 minute sesh or request a 15 min slot.
- You do not have to wait for an observation to occur to meet with your Coach! In fact, you are encouraged to make use of the opportunity whenever you need to vent, ask questions, get perspective, discuss what happened after implementation, plan, get motivation, etc.

8. Can additional observations be added to a coaching cycle?

Yes. This decision can be made by the Coach, the Coachee and/or the Director for several reasons that include:

- Ambiguity around coaching goals.
- Identification of areas of concern or focus not previously highlighted in the coaching focus.
- To get a general sense of the classroom and learn more about the team.
- Request from the Coachee and/or Director.

9. Do my Supervisors know what is happening in the coaching session?





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Yes and no. What is shared **personally and confidentially in the coaching session stays in the session**. It is not repeated in the coaching debrief nor shared with the Supervisor UNLESS the following conditions occur:

- you request that it be shared or that the Coach conducts a facilitated conversation between you and your Supervisor
- what you've shared indicates potential harm to yourself or your students.

In any of these cases, the Coach will have a conversation with you before sharing.

Outside of these circumstances, the coaching conversation remains private. Supervisors do receive a Progress Monitoring document that highlights:

- Coaching Foci (checklist of focus areas)
- Current Goal(s) identified
- Strategies Shared related to those goals (Recommended Practices)

They use this information to provide support to you and follow up on your progress between observations. Therefore, you can ask them questions and get additional support.

10. How am I supposed to use the coaching documents and forms on the portal?

Great question! Here is how you would ideally use the documents to make coaching meaningful:

- ***Post-Coaching Session feedback form***- Complete this after debriefing with your Coach. This form gives us your perspective on how coaching is going for you and allows you to reflect on what you've received.
- ***Progress Monitoring: Educational Practices form***- After implementing the strategies learned through coaching, modeling, etc., complete this reflection document. This information doesn't only help us but shows you how far you've come over time in the areas you've identified for growth.

If you have any additional questions about any of these documents and how to use them, let your Coach know. Your feedback is very helpful to your growth and our practice. Thank you!