Coaching the Coaches: How Districts Can Support Teacher Leaders

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Madeline Will
Assistant editor, *Education Week Teacher*

Follow Madeline on Twitter: @madeline_will
Coaching the Coaches: How Districts Can Support Teacher Leaders

Expert Presenters:

Kendra Hanzlik
Instructional coach
Cedar Rapids, Iowa

Lynn Kepp
Senior vice president of strategic partnerships
New Teacher Center
An on-demand archive of this webinar will be available at www.edweek.org/go/webinar in less than 24 hrs.
Coaching the Coaches:
How Districts Can Support Teacher Leaders

Lynn Kepp Ph.D
Sr. VP Strategic Partnerships
lkepp@newteachercenter.org

LynnKepp
Our vision is that one day, there will be an excellent teacher in every classroom ensuring all students have the opportunity to succeed.
New Teacher Center Partners

- 3.4M+ Students across the U.S. served by more effective, NTC-supported teachers
- 40,440+ Teachers supported by our work
- 7,540 Mentors and coaches we’ve trained

[Map of the United States with states shaded in purple, indicating coverage areas.]
We believe that well-educated students demonstrate academic knowledge and skills, healthy relationships, physical and mental health, and readiness for community engagement.

All students deserve an effective teacher every year who can help them reach their full potential.

We know effective teachers are developed not born.

Essential to increased teacher effectiveness is regular access to quality instructional leaders.

NTC promotes, develops and supports instructional leaders at all levels of the system to provide every student with an effective teacher.
NTC Accelerates Student Learning

NTC is one of the few programs in the nation that can demonstrate statistically significant results in student learning.

IMPACT ON STUDENT ACHIEVEMENT

Results consistently show students taught by NTC-supported new teachers learned more compared to students whose new teachers received traditional new teacher support.

NTC i3 Validation
WHAT WE CONFIRMED

Significant time spent with teachers

Intensive instructionally-focused
*Focus on core processes
- Lesson Planning
- Analyzing Student Work
- Observation Cycles

Changes of teacher practices & positive impact on student learning
Teachers ideal coaching experience is when coaches:

- Know what it is like to be in their shoes
- Have subject matter expertise
- Provide specific feedback that can be applied immediately to the classroom
- Are well trained at providing feedback (but is not the same person who completes their evaluation)

Teachers Know Best: Teachers’ Views on Professional Development.
2015. Bill and Melinda Gates Foundation
How do you support the development of your coaches?
Learning Activities Are Not Equal

Figure 3 Mix of learning activities for effective adult learning

Source: Adapted from Chi, Bassok, Lewis, Reimann, & Glaser, 1989

Beyond PD: Teacher Professional Learning in High-Performing Systems. 2016. Learning First
CONTINUOUS IMPROVEMENT IS BETTER THAN DELAYED PERFECTION.

~ Mark Twain ~
NTC Theory of Action: A Program

**CONDITIONS FOR SUCCESS**
- Carefully selected, released mentors and coaches
- Systemic approach
- Strong site leaders
- Engaged stakeholders
- Supportive context for teaching and learning

**PROGRAM EVALUATION: IMPACT & IMPLEMENTATION**
- Principal and Site Leader Capacity Building
- New and Veteran Teacher Development, Ongoing Assessment, and Communities of Practice

**TEACHERS**
- Mentor and Coach Development, Ongoing Assessment, and Communities of Practice

**STUDENTS**
- Program Leadership and Induction Systems Development

**INCREASE STUDENT LEARNING**

**PROGRAM IMPACT**
- Accelerate Teacher Effectiveness
- Improve High-Quality Teacher Retention
- Strengthen Teacher Leadership
Coach Professional Learning: Three Essential Elements

1. Formal Professional Development
   - Two-year series designed around best practices adult learning
   - Research-based formative assessment tools

2. Community of Practice
   - 3 hour forums focused on supporting coach development

3. In-Field Coaching
   - Program leaders and/or peers provide feedback to coaches
CREATING AND SUSTAINING
OPTIMAL LEARNING ENVIRONMENTS

NEEDS OF DIVERSE LEARNERS

ANALYZE/REFLECT

COLLEGE, CAREER, & COMMUNITY READY STUDENTS

ANALYZING INSTRUCTION

LESSON PLANNING

EQUITABLE, CULTURALLY RESPONSIVE, AND RIGOROUS INSTRUCTION

OBSERVING INSTRUCTION

TEACH/ASSESS

OPTIMAL LEARNING ENVIRONMENT

EMOTIONALLY, INTELLECTUALLY, AND PHYSICALLY SAFE ENVIRONMENTS
Thank You!

Lynn Kepp
lkepp@newteachercenter.org
Welcome to Walden University
Home to 155,000+ students and alumni from more than 175 countries

A community for social change

The flagship online institution in the Laureate International Universities network

80+ high-quality online degree programs
Walden has been accredited by the Higher Learning Commission since 1990.
Coaching the Coaches

An Instructional Coach’s Perspective
My Story

- 2003 First Year of Coaching
  - Elementary only
  - District Administrator as Support for Coaches

- Present Time
  - 2015 Joined Iowa Teacher Leadership System
  - District added coordinator, curriculum leads, and building facilitators along with coaches
  - K-12 Coaches
  - District Administrator as Support
Developmental Journey

- **Early Years**
  - Supported by other coaches/principal
  - Learning from books
  - Advocate with system perspective
  - Focus on relationships

- **Present Time**
  - Supported by other coaches/principal
  - Learning from books
  - Advocate with system perspective
  - Focus on relationships
  - Systems and structures
  - Intentional, connected learning
  - Deliberate focus on culture and mindset

Build Teacher Capacity to Increase Student Learning
District Vision

Data Systems
Collaboration Systems
Support Systems
Intentional Learning

- About...
  - How to Coach and Build our Toolkit
  - Adult Learning
  - Various Roles of Coaches
  - Confidentiality and Respectful Collaboration
  - Effective Professional Learning

- But Also...
  - Quality Instruction
  - Multi-Tiered Systems of Support
  - Curriculum and Assessment
  - Social & Emotional Needs
Culture and Mindset

- We contend that everyone deserves a coach!
  - Focus on relationships
  - Create safety that allows teachers and coaches to take risks
  - Foster reflective habits
  - Remember our driving force:

Build Teacher Capacity to Increase Student Learning
Best Practices for a Successful Coaching Program

- Coaching is the priority for the coach
- Partnership with principal
- Data for coaches and teachers
- Continued learning
- Clear vision and priorities
- Build capacity
- Create systems of support
- Seek what you need
### Areas of Study:

- Nursing
- Psychology and Counseling
- Public Health and Health Sciences
- Public Policy and Administration
- Social Work and Human Services
Areas of Study:

- Business and Management
- Communication and New Media
- Criminal Justice and Emergency Management
- Education
- Information Technology

Richard W. Riley College of Education and Leadership
Richard W. Riley College of Education and Leadership:

- Named for the former U.S. Secretary of Education
- Walden University is accredited by the National Council for Accreditation of Teacher Education (NCATE), the standard of excellence in professional P–12 education
- Our early childhood programs were developed to reflect the professional guidelines set by the National Association for the Education of Young Children (NAEYC)
- The school of choice for more than 100 State Teachers of the Year
- Combines theory with practice to increase student learning
K-12 Programs of Study:

- PhD in Education
- Doctor of Education (EdD)
- Education Specialist (EdS)
- MS in Early Childhood Studies
- MS in Early Childhood Studies (Competency-based)
- MS in Education (MSEd)
- MS in Education (Accelerated)
- MS in Higher Ed
- Master of Arts in Teaching (MAT) (Teacher Licensure)
- BS in Elementary Education (Teacher Licensure)
- More than 30 education certificate programs
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Required Reading from *Education Week*:

**Spotlight on Instructional Coaching**
This Spotlight looks at districts that are turning teachers into coaches and examines some of the primary practices and tips needed for effective coaching.

*Special Report*

**Instructional Coaches Get Specialized Training**
In-classroom coaching has proven benefits for teachers, but working with adult learners requires developing trust-building and communication skills.