All Hands on Deck: Coaching the Crew

Session Questions:

• How do the district/school improvement plans address identified student needs in a systemic way?

• How might we help them improve their plans so they are working more systemically?

What Is Coaching?

A process for conveying a valued person from where he or she is…

to where he or she wants to be.

Questioning Strategies

**Negative Presuppositions**
– If you had only listened.
– My objective is more practical.
– Even an administrator should know that.


**Positive Presuppositions**
– What might be some goals you have in mind?
– How will you know you have been successful?
– How has this conversation been helpful to you?


**Coaching Tips**
- **Pause** to allow you and your partner time to think.
- **Paraphrase** from to time to time; summarize your partner’s thoughts by saying: “So, what I hear you saying is . . .”
- **Probe** gently to support your partner in gaining clarity in his/her thinking by asking: “Specifically what might you mean when you say . . .?”
- **Pay close attention** to your partner—attend with your mind and your body.
Coaching Conversation Context

- Two “ESC Working Systemically staff members,” Partner A and Partner B, are visiting about a district improvement plan.
- Partner B raises reflective questions about a job-embedded professional development process and the district improvement plan.

Observing and Listening

- Effective questioning strategies and coaching tips
- Key points for working systemically and planning district improvement

Reflection on the Coaching Conversation

Whole Group Activity

- What were your observations about the coaching conversation you just heard?
- How useful was this conversation for Partner A to help identify concerns and issues?
- Did this conversation help Partner A identify next steps?

Discuss and Share
**Partner Activity—Coaching Conversations**

- Partner Coaching Activity
- Directions
- Coaching Tips
- Possible Questions

**Whole Group Reflection**

- What did you see/hear in plans that seemed to reflect a more systemic approach?
- What are some ways you can help your district/school plan a more systemic approach?

**Coaching the Crew for a Safe Landing**

**Thank you!**