

COACHING for SUSTAINABLE SCHOOL IMPROVEMENT (CSSI)

Helping teachers to recognize the need to improve their practice as well as how to do it is a challenge. It requires a trusting partnership between teachers and their instructional coaches that honors and recognizes the complexity of teaching. This program prepares coaches to play the vital role of improving instruction by working with individual teachers to hone their practice, providing just-in-time professional learning opportunities tied to teacher and school goals, and strengthening a collaborative professional culture.

The program features the innovative use of participant classroom and coaching session videos to refine their coaching skills. It was developed with support from the Massachusetts Department of Elementary and Secondary Education and in collaboration with Jim Knight of the Kansas Coaching Project at the University of Kansas.



OUTCOMES

As a result of taking this program, participants will be able to:

- Implement the components or activities of instructional coaches, including enrolling teachers, setting student goals, explaining and modeling instructional practices, observing lessons, debriefing, and refining teacher practice
- Strengthen coaching communication skills for developing healthy relationships with teachers, such as listening, questioning, and being a witness to the good
- Apply research on helping behaviors
- Incorporate principles that establish coaching as a partnership
- Advocate for systemic conditions that support coaching such as collaboration with principals, protected time to work with teachers, confidentiality agreements, and a strong professional culture

“The program expanded the repertoire of resources that I could use in my work with teachers.”

—Course Participant

“My questioning with teachers was more thoughtful. I became much better in terms of getting teachers to engage in thinking. Overall, I am now asking more and telling less and not ‘doing’ for teachers like I did before the program.”

—Course Participant

AUDIENCE

- School and District Instructional Coaches
- Teacher Leaders

18 HOUR PROGRAM (3-Days)

Plus optional 2-hour webinars

Participants completing all program requirements are eligible to receive 2 graduate credits for an additional cost through Fitchburg State University

Contact info@RBTeach.com for more information





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FORMAT

- Introductory three-day workshop with practice exercises, study of teaching and coaching videos, and highly interactive workshop sessions, followed by four two-hour webinars
- Customized in-district programs available – include planning with district leadership, specialized workshops for principals, and monthly face-to-face and/or virtual follow-up sessions for coaches
- Adaptable to whatever instructional framework a district is using, including, but not exclusive to, RBT's skillful teaching programs
- Materials include program handouts, plus *Unmistakable Impact and What Coaches Do: Participant Workbook* by Jim Knight

