



Instructional Coaching

Bridging the gap between industry and teaching

Connie DeFillippo – Secondary Practical Nursing Instructor

Linda O’Hanlon – Science Instructor

Peg McVay – Math Instructor

Jim Hansel – CareerX Instructor

What's your experience with coaching?

On phone/ laptop go to: [Kahoot.it](https://kahoot.it)

“The instructional coaches have been an invaluable resource for all aspects of teaching in this community (making) the first year teaching at Scarlet Oaks significantly better.”

Jillian Richmond- Science Teacher



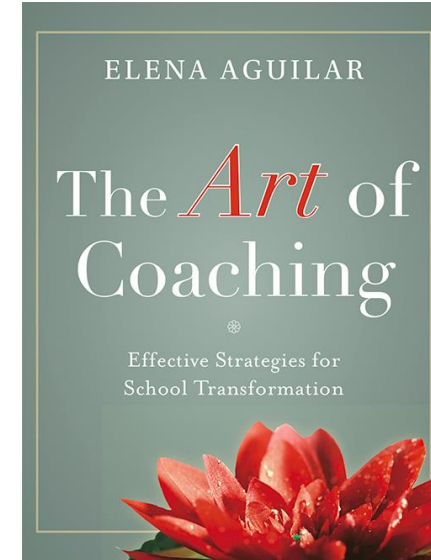
Presentation Learning Goal

Explore and understand the coaching model that Great Oaks is developing and using

“Coaching is a form of professional development that...

- Brings out the best in people,
- Uncovers strengths and skills,
- Builds effective teams,
- Cultivates compassion and
- Builds emotionally resilient educators.”

Elena Aguilar



Great Oaks commitment to coaching

“I believe that Instructional Coaching can have a tremendous impact on our students and their growth, as well as our teachers’ growth. It is a reflective practice that allows for collaborative conversations centered on students’ performance. It has the power to break down the artificial walls that exist in schools and encourages teachers working and learning together.”

Harry Snyder - Great Oaks President and CEO





Statement of Purpose

*To work with teachers encouraging them to continuously **improve their craft**, supporting them through **guided reflection** and building a **learning community**. Our role is not to evaluate; but rather to help teachers clearly and deeply think about how they teach, resulting in **positive outcomes** for students and their achievement.*

Who we serve

- New CT and academic teachers
- Transferring staff
- Veteran teachers

Other roles we fill

- Teacher mentors
- Professional development
- RESA support

“Instructional coaches can help experienced teachers, as well. Even when a classroom is well run, lessons can lose their vigor over time, they may not fit the current group of students or you may unaware of have habits that can affect instruction. Why shouldn’t teachers confer so they can offer the best instruction?”

Michelle Fisher – Veterinary Assisting Instructor



Coaching training and PD

Hamilton County Education Service Center Training

- Coaching training, reflection and collaboration with Butler Technology and Career Development Schools

Senior staff support

- Candid discussion and sounding board for ideas and unique situations

“If I had this type of support at my former school, I’d still be teaching there.”

CTE Teacher



Introduced in a nonthreatening manner

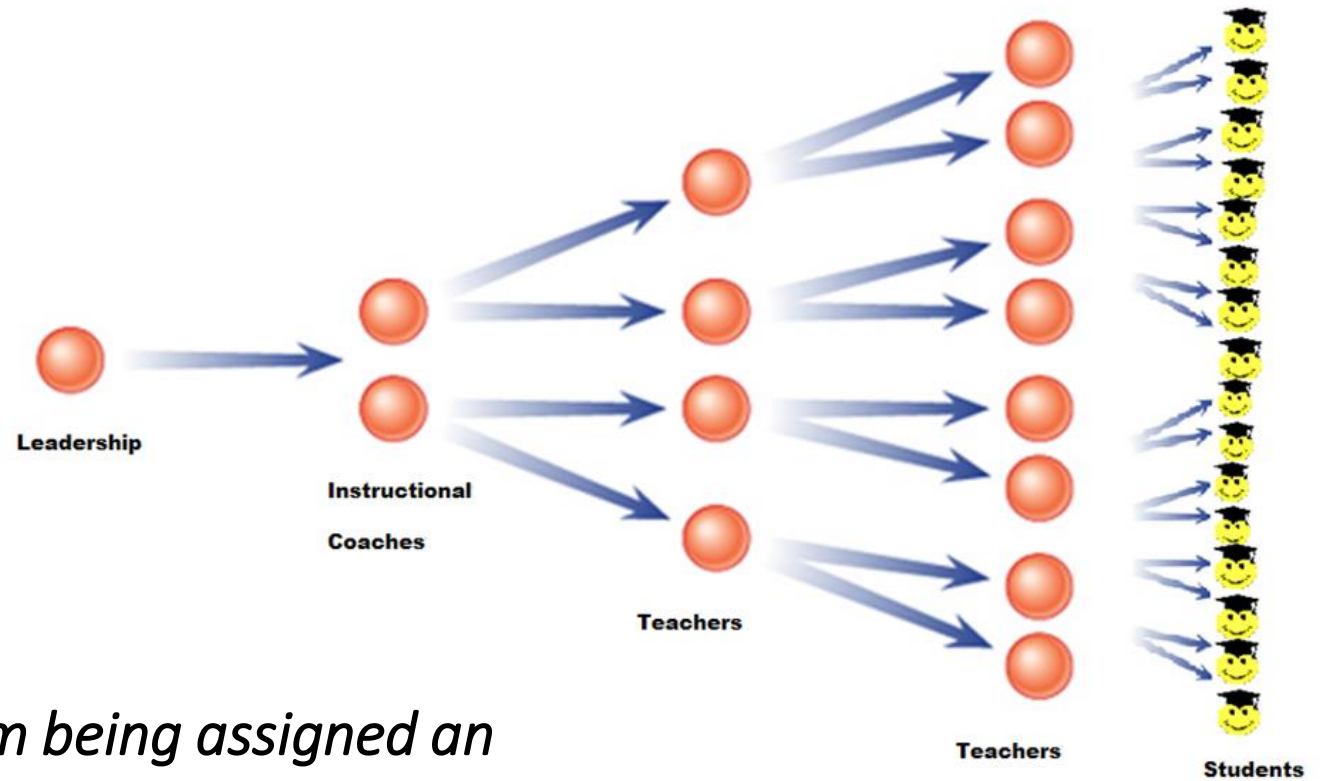
Would you like ...

- an extra set of eyes?
- collaborate with on instructional strategies?
- celebrating successes with?
- help validating a thought or idea?
- brainstorming new ideas with?
- reflecting with another teacher?
- support from someone mindful of your time?
- to examine and share feedback student work?
- help navigating technology at Great Oaks?
- someone to just listen?
- try a new teaching strategy?
- to learn about PD at Great Oaks?



Spreading the word

Our approach to coaching is a combination of directed and passive connection with teachers. Our goal is to spread throughout the building



“New hires would benefit tremendously from being assigned an instructional coach”

Danyell Terry – Surgical Technology Instructor

Benefits and goals of coaching

- Teacher and student retention
- Student gains
- Achieving building goals
- Reduce administrative work load

“One of the most valuable experiences of my teaching career”

Jen Himes – English Teacher



Challenges encountered

Clearly defined and articulated roles	Common understanding of coaching
Target audience (“getting business”)	Balancing roles
Coaching is a good thing	Data to support coaching
“Baggage” from previous “help”	Not everyone is coachable

Future instructional coaching development

- More clearly defined roles
- School-wide practice
- Inter-campus collaboration
- Coaching with a positive connotation
- Develop new teacher handbook
- Retain quality teachers and students

“The instructional coach has always been available for any of my questions or to offer suggestions. I feel that he has a lot of advanced teaching methods that he can share with new teachers.”

Ray Roginski – HVAC Instructor





“The instructional coaches have provided curriculum advising, ideas on handling classroom management issues, Marzano training, orientation to the culture and expectations of Great Oaks, assistance with PD and licensure renewal. Most of all, providing support and encouragement for teacher success.”

Carol Anderson – Science Teacher