

WHCSD Coaching Framework: The Warrensville Way

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Who Are We?



Tebble Dickerson
Primary
Math Instructional Specialist



Shantelle Barhorst
Primary
Literacy Instructional Specialist



Elizabeth Couture
Secondary
Math Instructional Specialist

Agenda

- Objectives
- District Goals
- What Does Coaching Mean to You?
- Our Needs Assessment Process for Coaching in Warrensville
- The Theory or Logic Underpinning the Implementation of Coaching
- Coaching Handbook Creation
 - Create a Draft Table of Contents
- The Process to Prepare the District, School, and Staff for Implementation
 - Create a Coaching Mission Statement
- How Implementation was Initiated, Monitored, and Adjusted
- Challenges, Successes, and Plans for Sustainability
- Questions

Objectives

Participants will:

- Define what coaching means for their school and/or district
- Create a draft coaching handbook table of contents
- Brainstorm what to include in their coaching handbook
- Understand the process to prepare the district, school, and staff for implementation
- Create a coaching mission statement
- Understand how to initiate, monitor, and adjust implementation
- Anticipate challenges, successes, and plans for sustainability of coaching handbook plan



District Goals

- Increase grade level proficiency in all content areas by 7% each year through 2026, as measured by state and district adopted assessments
 - Strategies
 - Implementation of Explicit Instruction
 - Implementation of a Multi-System of Support for all scholars.



GOALS!

What Does Coaching Mean To You?

Coaching Is ...

- ★ Equality
- ★ Shared Decision Making
- ★ Trust
- ★ Listen and Learn
- ★ Student Centered
- ★ Differentiated and Individualized

Coaching Is NOT...

- Evaluating teachers
- Placing blame
- Only for struggling teachers
- Having coaches teach the class
- Expertise upon entry
- A competition
- A dictatorship



Our Needs Assessment Process for Coaching in Warrensville



Initiative Inventory Understanding the Implementation Landscape



Team Members: _____ Date: _____

Name of Initiative	Leadership of Initiative (Team and/or Coordinator Name(s) and Department)	Expected Outcome	Target population	Start and End Date	Financial Commitment and Source of Funding (Federal, state, grant, or other)	Relation to Organization Priorities & Strategic Plan	Evidence of Outcomes What has happened thus far?



Technical Assistance Center

Reading Tiered Fidelity Inventory (RTFI)



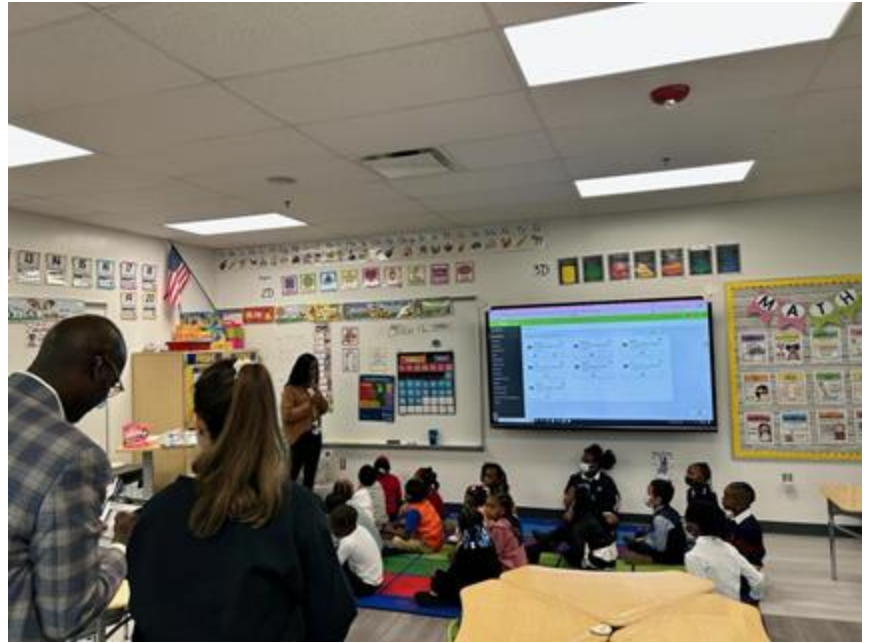
Why does your school and/or district have and/or need coaching?

How can coaching help your school and/or district?

The Theory or Logic Underpinning the Implementation of Coaching

Monitoring and Support:

- Identification of initiatives
- Coaching training
- Coaching implementation
- Data collection and analysis
- Continuous improvement



Coaching Handbook Creation



Coaching The Warrensville Way



Coaching Handbook Creation

Where are you coaching and why?

What does your current schedule look like?

- How are you currently spending your time?
- What's been impactful on student achievement?
 - What hasn't?
 - And why?



Coaching Handbook Creation

What should be included in a Coaching Handbook?

Create a draft Table of Contents

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KEY



Activity	Notecatcher
Partners or Table Discussion	Chart Paper
	Share Out & Discussion

Coaching Handbook Creation

How will you review your handbook and revise it?



The Process to Prepare the District, School, and Staff for Implementation

2023-2024 Coaching Handbook Acknowledgement

Name	Title/Role	Date
Name	Title/Role	Date
Name	Title/Role	Date
Name	Title/Role	Date

Glossary

4-Ts: Teacher, Topic, Time, Task - Items of focus for coach/admin communication to promote trust and collaboration regarding the instructional coaching process.

Teacher (who is being coached),

Topic (strategy teacher is being coached on, type of coaching cycle being used),

Time (when the various elements of the coaching cycle are taking place) and

Task (next steps occurring with the teacher being coached).

Admin/Coach Partnership Agreement

Administrator(s): _____
Coach(es): _____
Date: _____



The Process to Prepare the District, School, and Staff for Implementation

How has or how will your rationale for coaching be explained to administrators? Teachers?

Create a Coaching Mission Statement

What are your district and building goals?

- How will your district and building goals tie into your coaching framework?



How Implementation Was Initiated, Monitored and Adjusted



How Implementation Was Initiated, Monitored and Adjusted

What are your district and building goals?

- How will your district and building goals tie into your coaching framework?
- Who will be coached?
- How will staff be selected to be coached (self-enroll, admin selection, etc)?

How do you manage meetings with building administration?

- Do you have designated times for these meetings?
- Do have a defined plan outlining the frequency and topics of these discussions?
- What information will be shared with administration about coachees?

How should the coaching schedule be communicated with the administration and staff?

How can you assess the impact of your coaching?



Challenges, Successes, and Plans for Sustainability



One Team, One Vision, One Goal

One Team, One Vision, One Goal

Challenges, Successes, and Plans for Sustainability

What is the first step for your plan?

How do you want to be supported as a coach?

What do you need?

Where/who can you reach out to fulfill that need?



Any questions?



Contact Information:
Shantelle Barhorst

Primary Literacy Instructional Specialist

shantelle.barhorst@whcsd.org

Contact Information:
Elizabeth Couture

Secondary Math Instructional Specialist

elizabeth.couture@whcsd.org

Contact Information:

Tebble Dickerson

Primary Math Instructional Specialist

tebble.dickerson@whcsd.org

