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Literacy Academy 2025

Coaching for Sustainable Practices: A Look at Garfield Elementary

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Early/Conventional Literacy

Agenda

1. Wellsville's Story
2. ReadOhio Partnership/Introduction of a Coach
3. Coaching Model
4. First Steps and Shared Vision
5. Systems Level Support
6. Collective Teacher Efficacy
7. Success of this Approach
8. Lessons Learned and Looking Forward

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Objectives

Goal 1: Establish a Sustainable Literacy Coaching Culture Aligned with District Priorities

Goal 2: Strengthen Instruction Through Data-Driven, Job-Embedded Coaching

Goal 3: Empower Educators and Leaders to Sustain Instructional Improvement

What is Coaching?

Coaching Is..

- Supportive
- Collaborative
- Job-embedded

Coaching Is Not..

- Evaluative
- One and done PD
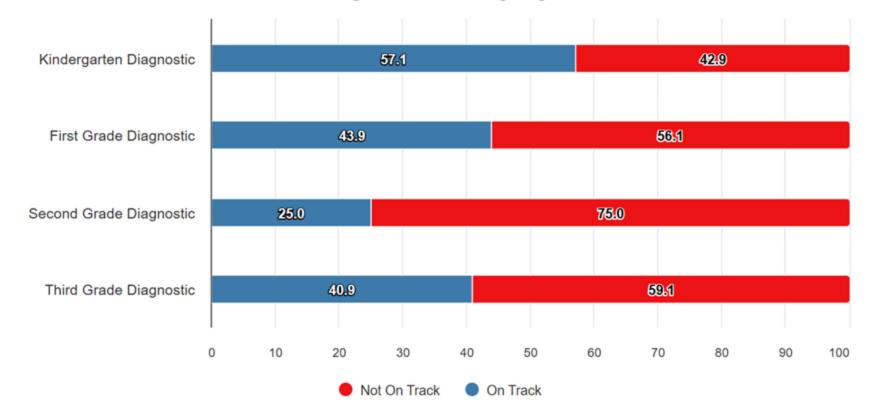- Forced

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Wellsville's Story

Fall 2024 KRA Performance Levels	% of Students at this Level (All Domains)	% of Students at this Level (Language and Literacy Domain)
Emerging	25.5%	46.75%
Approaching	25.5%	53.25%
Demonstrating	48.9%	0%

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Fall 2022 Reading Diagnostics

The fall 2022 reading diagnostics in kindergarten through second grade are the baselines for kindergarten through second grade improvement on the 2024 Improving K-3 Literacy Measure.

Percentage On Track Reading Diagnostic

Diagnostic	On Track	Not On Track
Kindergarten Diagnostic	57.1	42.9
First Grade Diagnostic	43.9	56.1
Second Grade Diagnostic	25.0	75.0
Third Grade Diagnostic	40.9	59.1

● Not On Track   ● On Track

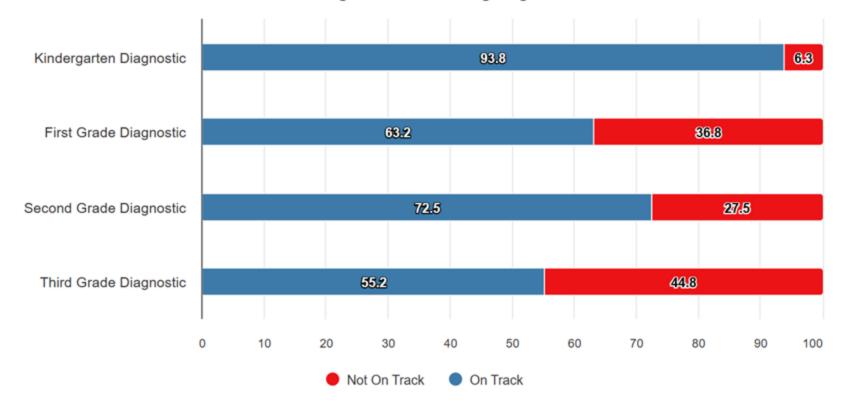Literacy Academy
2025

Fall 2023 Reading Diagnostics

The fall 2023 reading diagnostics in third grade are the baseline for third grade improvement on the 2024 Improving K-3 Literacy Measure. If greater than 90% of the kindergarten students in the fall of 2023 are on track, the Improving K-3 Literacy Measure is not calculated and does not contribute to the Early Literacy Component.

Percentage On Track Reading Diagnostic

Diagnostic	On Track	Not On Track
Kindergarten Diagnostic	93.8	6.3
First Grade Diagnostic	63.2	36.8
Second Grade Diagnostic	72.5	27.5
Third Grade Diagnostic	55.2	44.8

● Not On Track   ● On Track

Science of Reading Implementation

LETRS Training

HQIM Adoption

Intervention Materials Adoption

Decision Rules Implementation

DEW Science of Reading Course

Accredited Dyslexia Professional Development

Student Focused Coaching

ReadOhio Project Partnership

- Fall 2023: ReadOhio contacted district for participation in the project

- Fall 2023: ReadOhio team met with Building Leadership Team

- Winter 2023-Spring 2024: ReadOhio coach placed at Garfield (K-2)

- Fall 2024-Spring 2025: ReadOhio coach added on Daw (3-6)

- Future Plans: ReadOhio coach will sustain practices at Daw and add on Junior High/High School

Introduction of Coach

Staff Email from Principal

Staff Meeting

Coaching Service Delivery Plan Development

[Coaching Introduction Letter from Coach](#)

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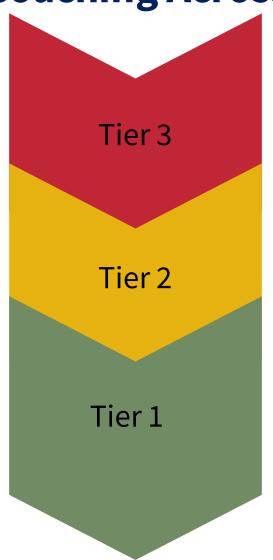
Coaching Model

Coaching Service Delivery Plan

Tiered Coaching Model

Garfield's Plan

ReadOhio Coaching Service Delivery Plan 2024-25

KEY COMPONENTS OF READOHIO LITERACY COACHING FRAMEWORK

Universal — All teachers and staff receive universal coaching support which includes all staff meetings, newsletters, and email reminders as appropriate.

Self Guided — Teachers and staff may opt into a self-guided coaching support structure which includes bi-weekly office hours.

Small Group — Teachers may find themselves in small group coaching. This may be called a PLC or TBT. Here, the coach looks at grade level data to help small teams determine next steps in instruction.

One on One — Teachers may find themselves in one-on-one coaching. The coach will use a collaborative problem-solving model to help specific students or a target group within one classroom.

Coaching Across Tiers

Tier 3

Development of MDT, Intensification Protocols, MTSS Collaboration, TBT/MTSS Process

Tier 2

Intervention Material Adoption Support, Intervention Grouping Modeling, [Decision Rules Development](#), [Assessment Inventory,](#) Intervention Tracker Development

Tier 1

-Curriculum Adoption Support, Curriculum/Standards Mapping, Assessment Protocol, [Literacy Block Scheduling,](#) High Dosage Tutoring, [Tier One Checklist](#) , [MTSS Plan](#)

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First Steps

- Administer the RTFI (Tier 1) and analyze results to prioritize starting point
- Develop a strong coaching plan with leadership
- Build relationships with staff
- Have a unified message around literacy

Shared Vision

At Garfield Elementary, we strive to make a school community that values literacy and can serve as an inspiration for others. We will be purposeful and utilize scientifically proven methods in order to ensure all students develop the skills necessary to be able to read, speak, and write proficiently. Garfield Elementary will cultivate a culture of literacy that empowers our students and enriches our community.

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Systems Level Support

- Building Leadership Team (Existed)
- District Leadership Team (Existed)
- Teacher Based Teams (Existed)
  - Created an agenda protocol
  - Shifted to student data as basis for agenda (2023)
- Curriculum Adoption Committee (Established 2024)
- Building Literacy Team (Established 2023)
- Multidisciplinary Team (Established 2024)
- District Literacy Team (Established 2025)

Collective Teacher Efficacy

- *Effect size of 1.57*
- Build through TBTs, Literacy Team, PD Opportunities, Coaching Practices
- One on One coaching with the Title Teachers
- One on One coaching with Principal
- Teacher data meetings

Ideas for Coaching Topics

- [Stages of Competence](#)
- [Scarborough's Reading Rope](#)
- Shifting Focus Approach
- [Coaching Request Form](#)

Success of This Approach

2023-2024 School Year
December-June
- 258 Coaching Events
  - 222 at Garfield
  - 26 at Daw
  - 10 at District Level

2024-2025 School Year
August-March
- 534 Coaching Events
  - 366 at Garfield
  - 147 at Daw
  - 21 at District Level

Lessons Learned

- Leadership matters
  - [How Principals Affect Students and Schools (The Wallace Foundation)](#)
- Building relationships come first
- Bidirectional Trust
- Defined roles
- Have a plan, and revisit the plan

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Looking Forward

- Title Teachers - 1.5
- Continue to build teacher capacity
- Shift in literacy coach placement
- Local Literacy Plan Development
- Tier 1 Learning Walkthrough Tool - District Wide

QUESTIONS?

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