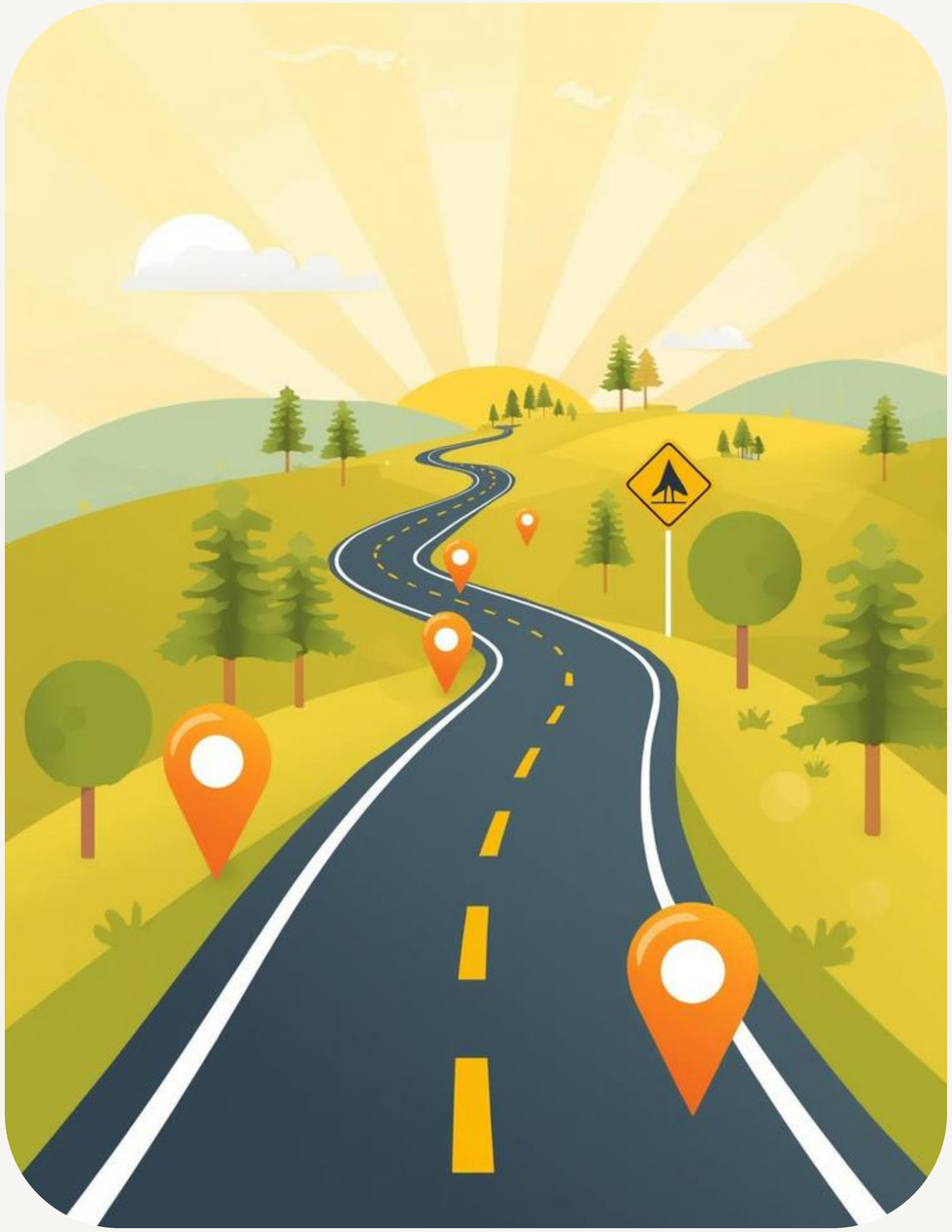

Charting the Journey of Improvement Through Coaching

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READOHIO COACH

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PRINCIPAL

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MATH COACH

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Session Objectives

BY THE END OF THE SESSION, PARTICIPANTS WILL...

* **EXAMINE**
  how Ohio's Coaching Model can be used to build shared leadership and strengthen instructional practice across literacy and math.

* **EXPLORE**
  how intentional coaching conversations support implementation and growth, including navigating challenges such as roadblocks, detours, and shifts in direction while refining instructional systems.

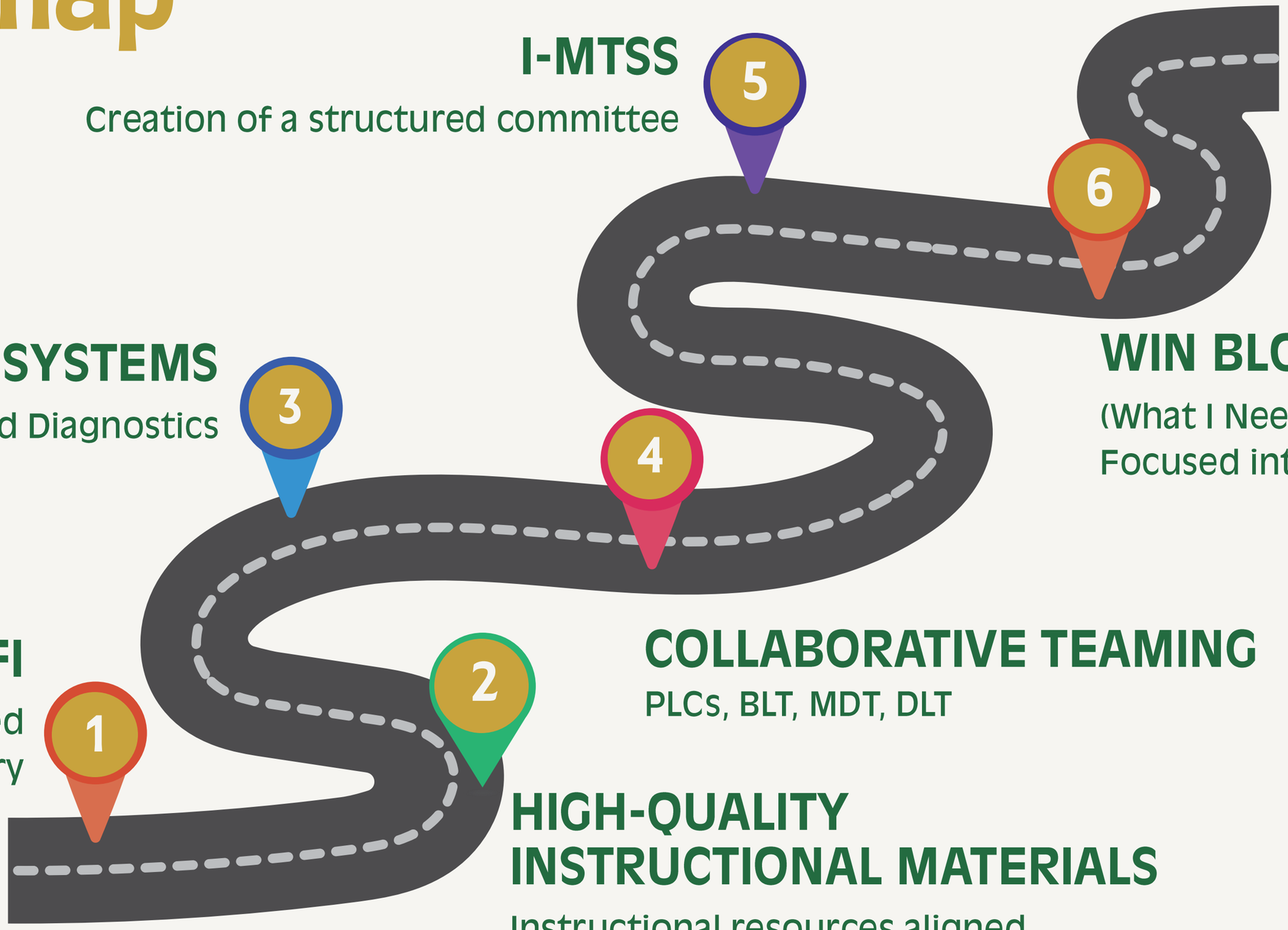
* **IDENTIFY**
  practical structures and strategies for embedding coaching conversations within collaborative teams, data cycles, and professional learning to build staff capacity and instructional coherence.

Our Starting Line

- Our literacy scores were low, and our district was identified as needing a Reading Achievement Plan.
- An ReadOhio Coach was assigned to our school — what first felt like a mandate quickly became a turning point.
- The urgency in our data became the catalyst for reflection, alignment, and meaningful instructional change.
  Our RTFI indicated we did not have a school wide reading plan.

Roadmap

"But systems alone didn't change instruction - coaching did."



RTFI

Reading Tiered Fidelity Inventory

HIGH-QUALITY INSTRUCTIONAL MATERIALS

Instructional resources aligned

DATA SYSTEMS

NWEA and Diagnostics

COLLABORATIVE TEAMING

PLCs, BLT, MDT, DLT

I-MTSS

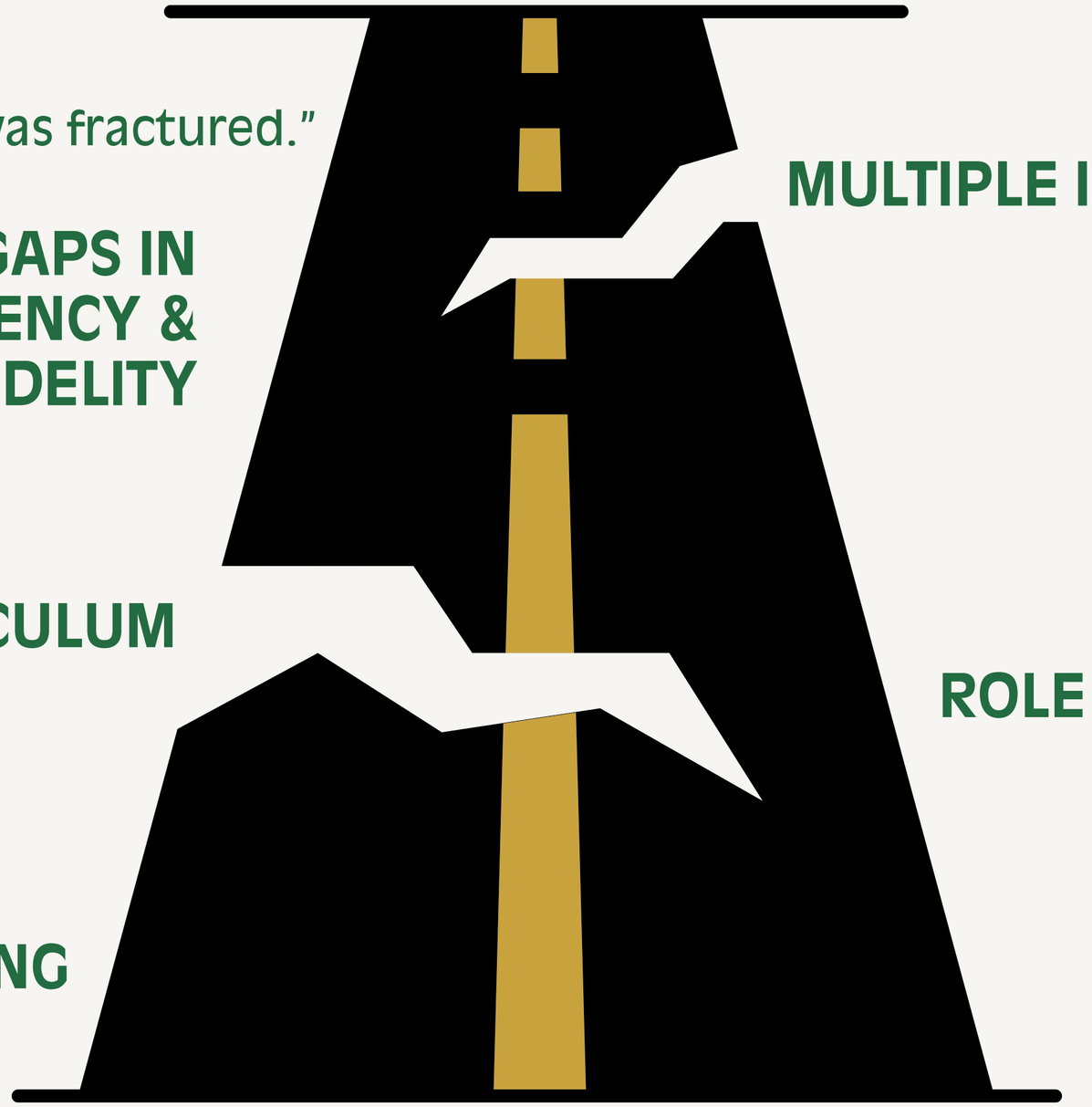
Creation of a structured committee

WIN BLOCK

(What I Need)
Focused intervention time

The Reality

"The road was not smooth… it was fractured."



MULTIPLE INITIATIVES

GAPS IN CONSISTENCY & FIDELITY

NEW CURRICULUM

ROLE CONFUSION

SCIENCE OF READING

Coaching Became The Driver

“We didn’t create a coaching program - we built coaching into everything we already do.”

DATA WALLS AND MEETINGS

PLC CONVERSATIONS

MDT - PROBLEM SOLVING

LEARNING WALKS

Three Important Lanes

“Coaching only works at Crestline when ALL roles are aligned.”

READOHIO COACH

Facilitates literacy strategies that enhance student learning and teacher effectiveness.

MATH COACH

Drives math instructional alignment to promote consistent practices across classrooms.

PRINCIPAL

Cultivates vision and fosters a collaborative culture for continuous improvement efforts.

Systems That Supported Coaching

"These teams gave coaching a place to live."

DISTRICT LEADERSHIP TEAM

Guides strategic direction

BUILDING LEADERSHIP TEAM

Implements school initiatives & goals

MULTI-DISCIPLINARY TEAM

Supports diverse needs

ASSESSMENT TEAM

Data and Fidelity

PROFESSIONAL LEARNING COMMUNITIES

Weekly instructional focus

Data Became Our GPS

"Data didn't sit in spreadsheets - it drove our conversations."

UNIVERSAL SCREENER

NWEA MAP Growth

DIAGNOSTIC TOOLS

Benchmark > UFLI > CORE

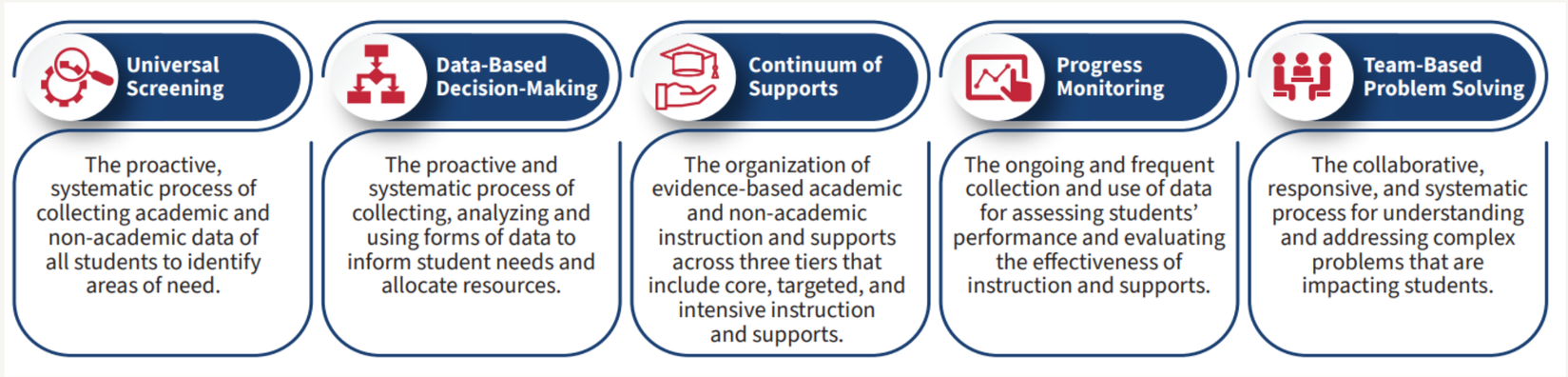
PROGRESS MONITORING

100% of students

PANORAMA

Platform: data collection

ding Winter 12/5 - 3/14 5 - 5/22				NWEA Math Fall - 8/14 - 12/4 3/14 Spring		Winte 3/15 - 5	
177)	Spring (182)			Fall (173)		Winter (181)	Spri
IT	%	RIT	Predict	%	RIT	%	RIT	%
183			Proficient	45	171	42	178	
182			Proficient	72	182	73	191	
161			Limited	26	163	18	167	
175			Basic	82	187	73	191	
170			Basic			20	168	
181			Proficient			64	187	
148			Limited	6	149	11	162	
195			Accomplished	88	191	81	195	
189			Accomplished	84	188	87	199	
153			Limited	12	155	10	161	
176			Basic	40	169	30	173	
174			Basic	43	170	18	167	
168			Basic	43	170	77	193	
171			Basic	31	165	47	180	
192			Accomplished	76	184	57	184	
176			Basic	43	170	62	186	
177			Basic	76	184	75	192	
163			Basic	20	160	18	167	
179			Proficient	43	170	71	190	
193			Accomplished	58	176	60	185	



WIN (What I Need) Time

"WIN time is where we refuel, adjust, and accelerate learning."

PROTECTED BLOCK

Essential for success

TARGETED INTERVENTION/ENRICHMENT

Based on Decision Rules

CAPACITY

100% of students and staff

DATA DRIVEN PLACEMENT

Supports diverse needs

FLEXIBLE GROUPING

Tailored to learners

Roadblocks, Detours, and U-turns

“Every roadblock forced us to rethink, refocus, and reroute.”

TIME CONSTRAINTS

Scheduling and Staffing

FIDELITY CHALLENGES

Inconsistent implementation

INITIATIVE OVERLOAD

Competing priorities

DIAGNOSTIC CHANGES

New assessments

SHARED OWNERSHIP

Buy in

CONTINUOUS REFINEMENT

Ongoing adjustments

From Obstacles to Opportunities

"We didn't stay stuck, we redirected to alternative routes."

CREATED AN ASSESSMENT TEAM

Created to analyze

REVISED DECISION RULES

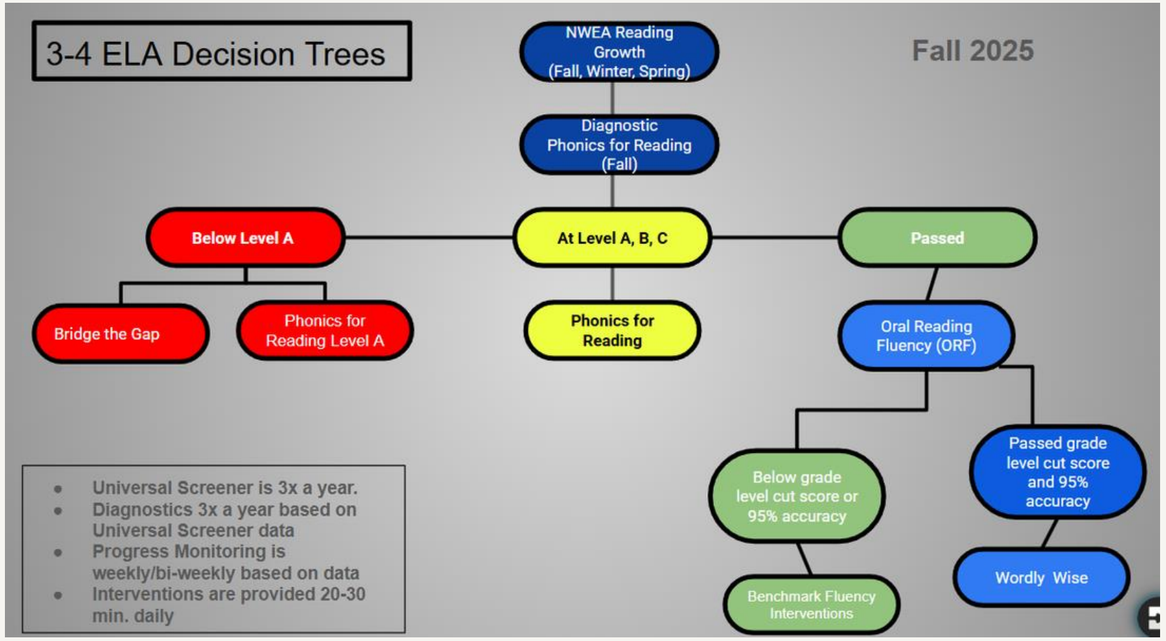
Ongoing evaluation process

IMPROVED DIAGNOSTICS

Enhanced fidelity checks

STRENGTHENED COACHING STRUCTURES

Set via RTFI



What Changed Our Course?

"When systems, coaching, and data align - progress follows."

COURSE CORRECTION

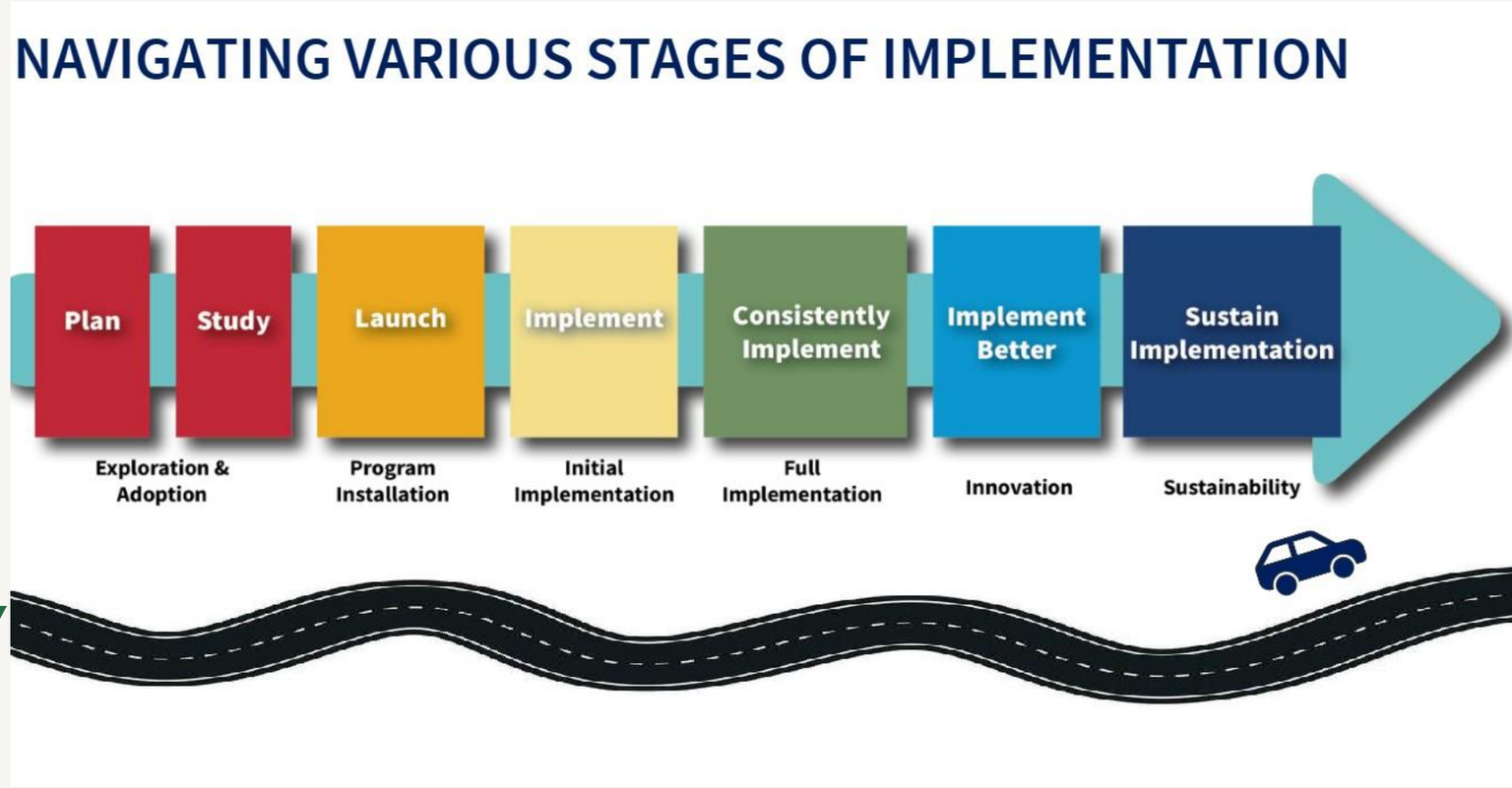
Built systems that support Coaching

CHANGING DIRECTION

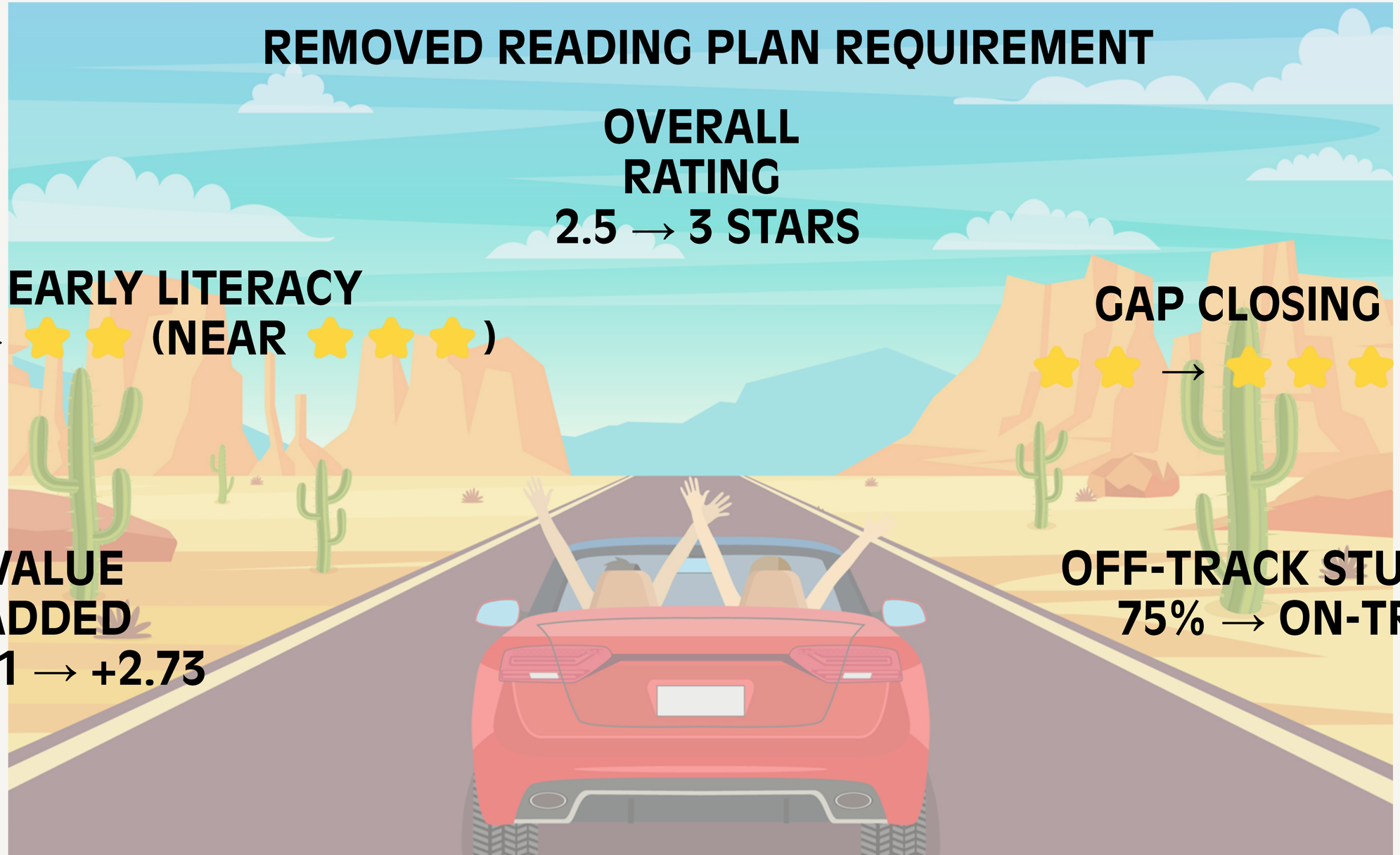
Embedded coaching into daily practice

NAVIGATING INTENTIONALLY

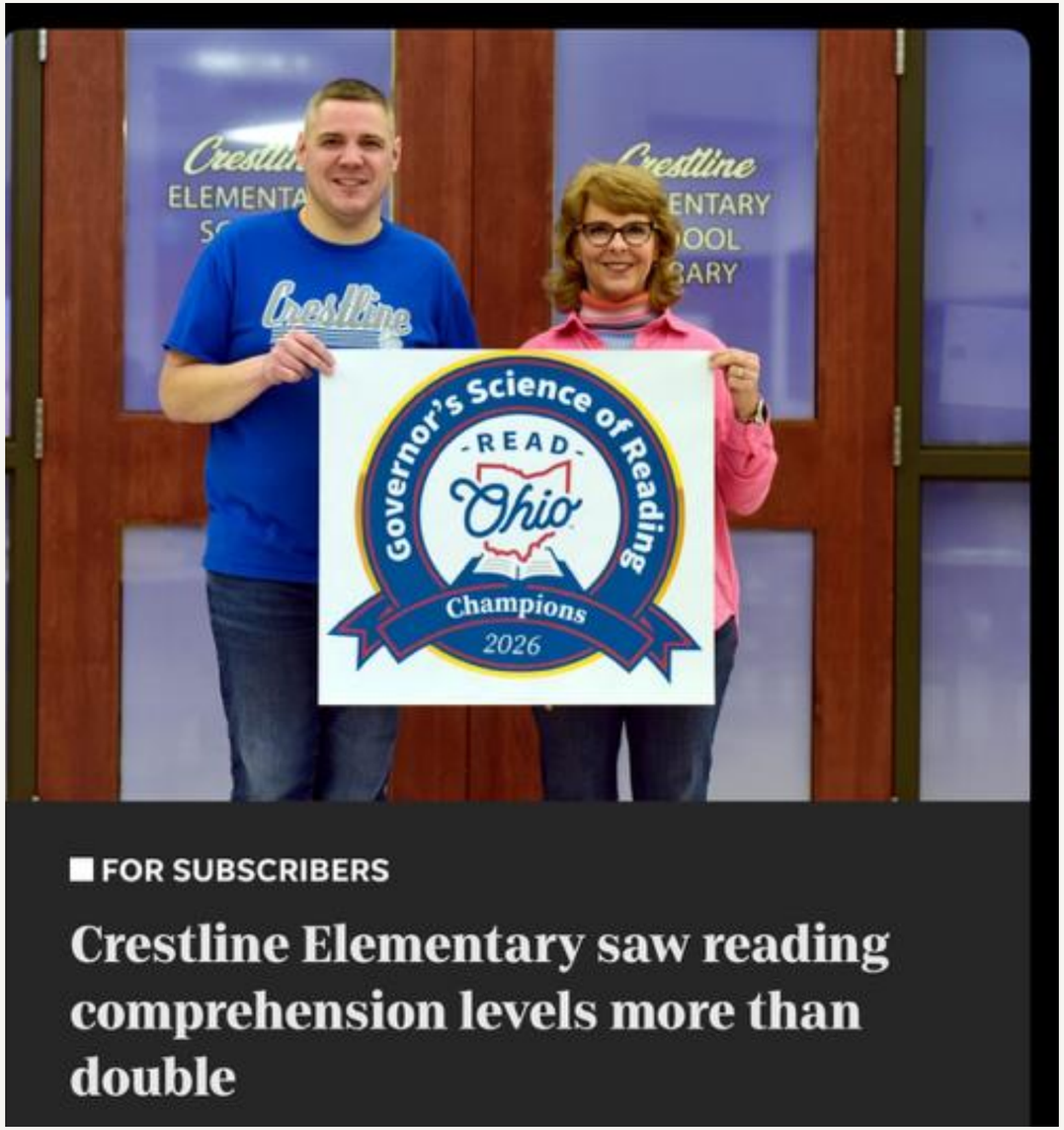
Let data drive every decision



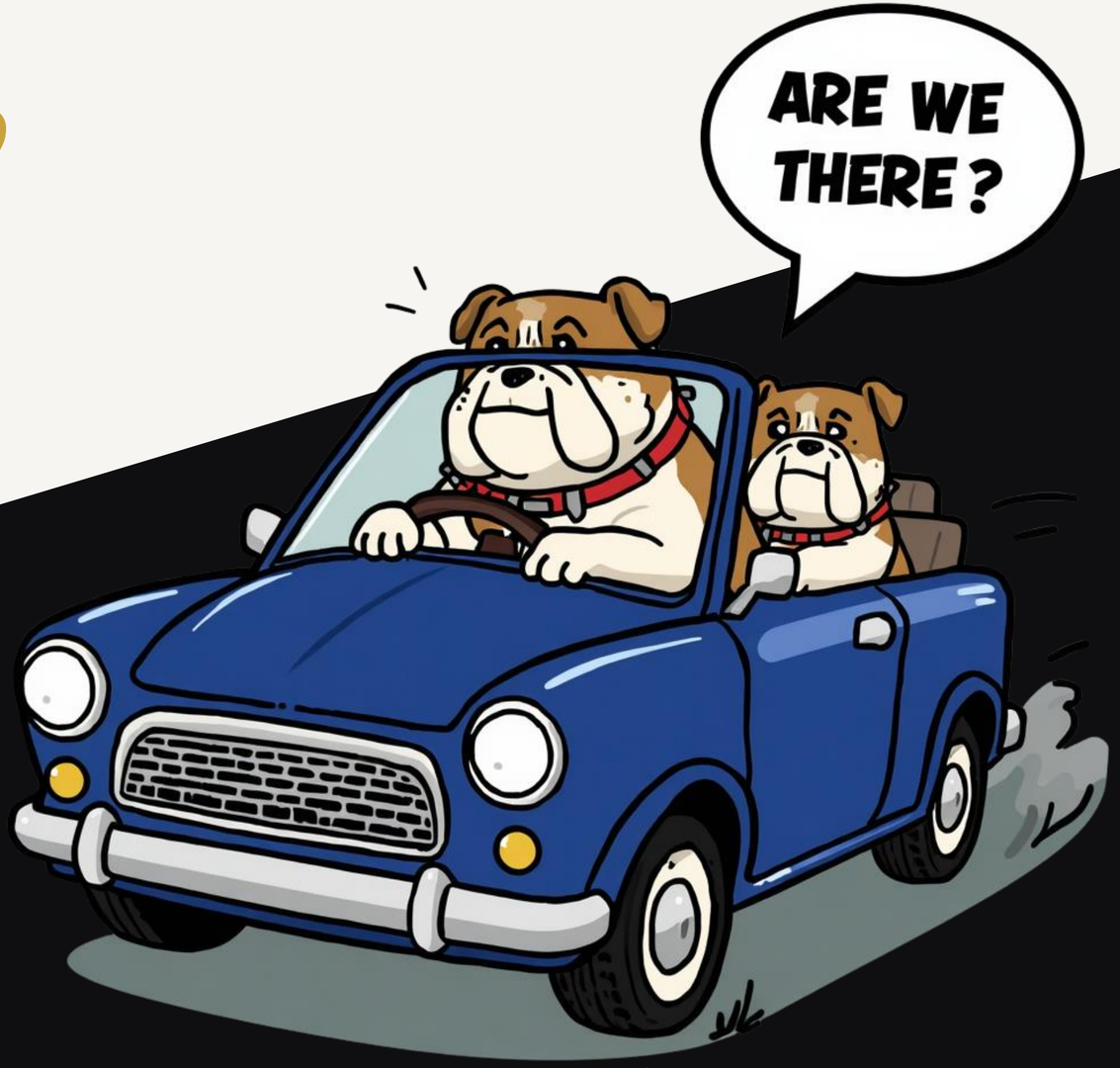
The Road to Success: Where We Are Now ?



Crestline Elementary Award 2026



Are We There Yet?

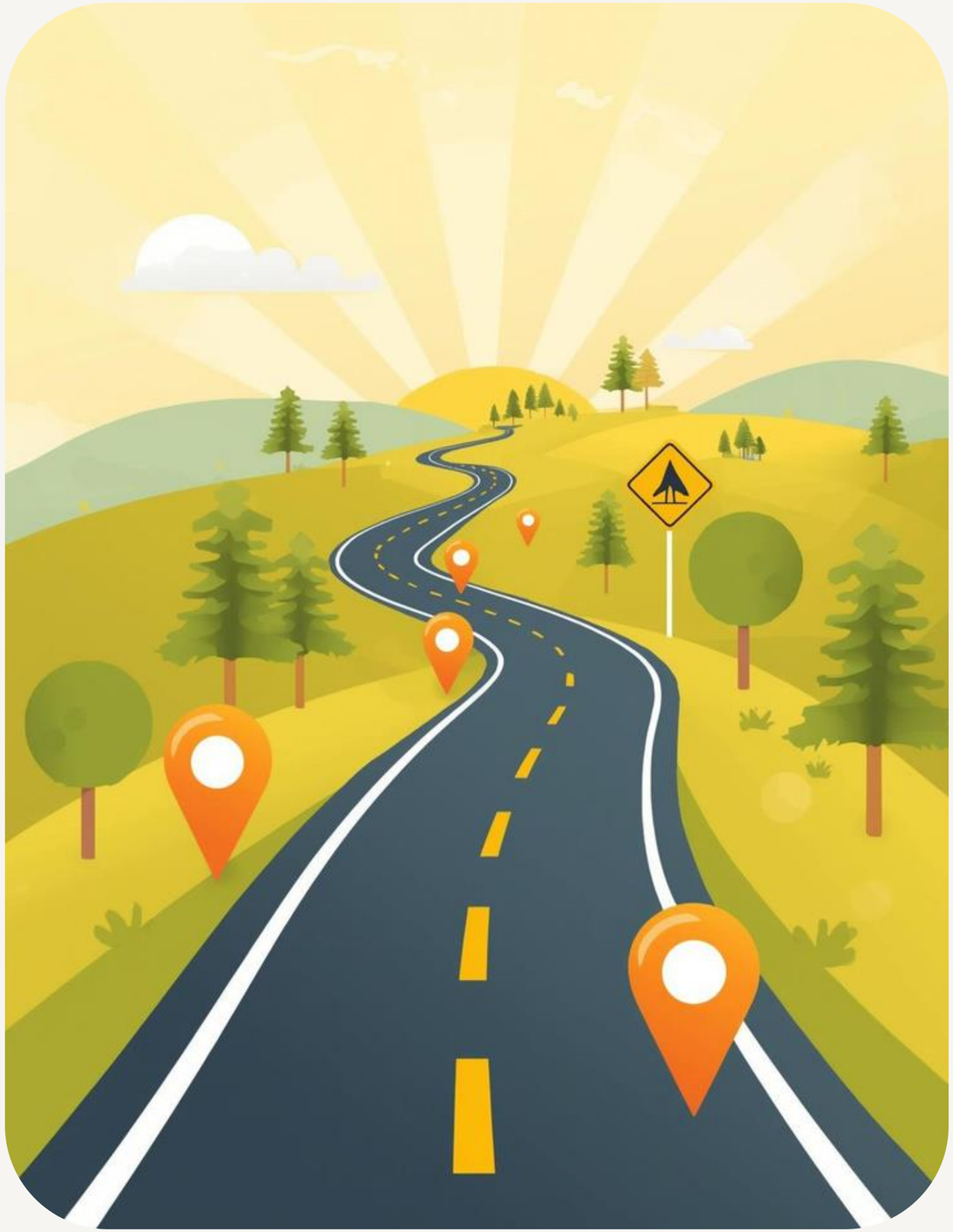


“Improvement happens when coaching becomes the way we work!”

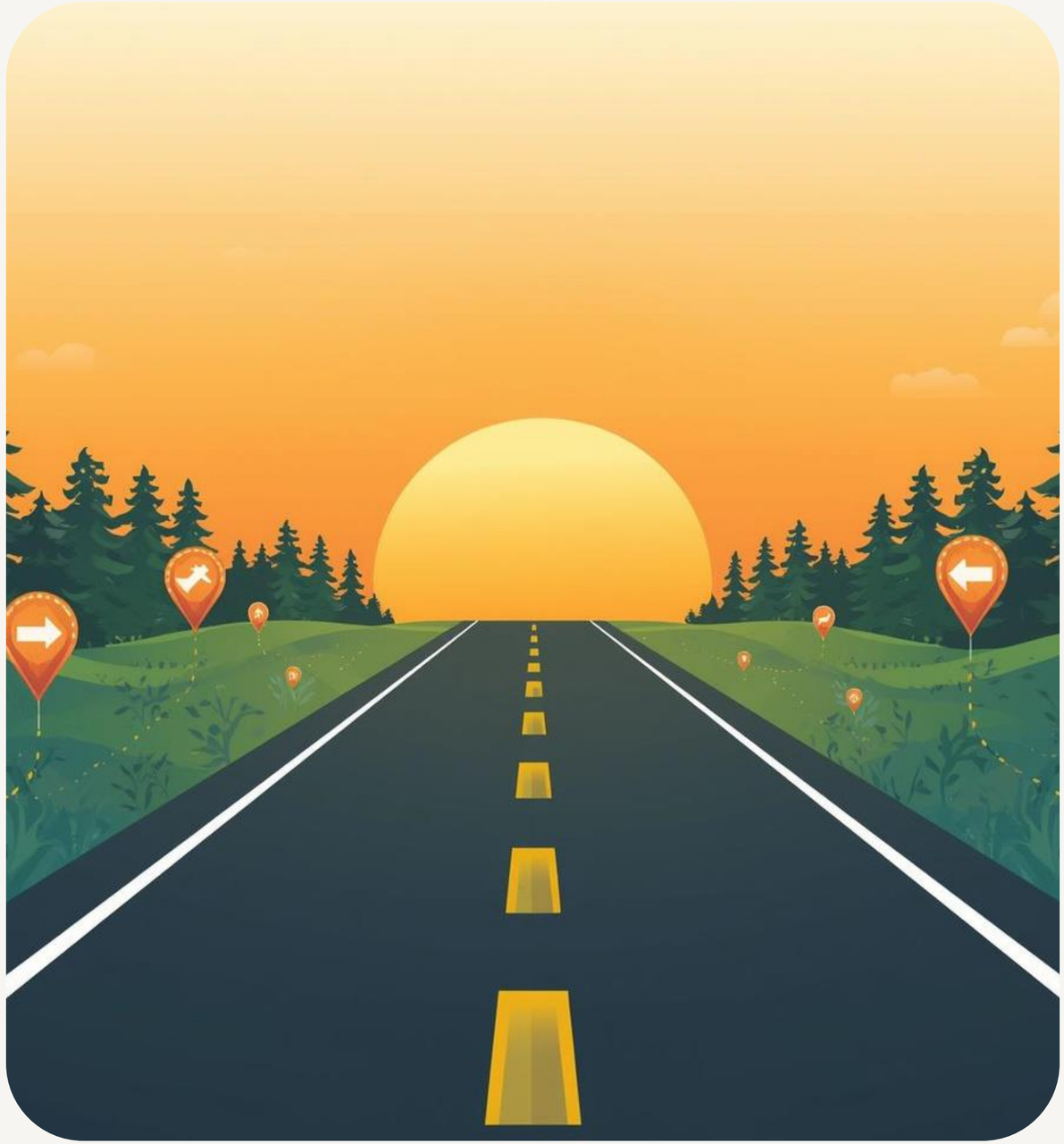
Your Turn

Reflect on your own journey:

- Where is your **starting point**?
- What **barriers or roadblocks** might you face?
- Define your **next maneuver**.
- Consider how **coaching** can shape your journey.



Our journey isn't finished yet...and neither is yours!

Thank You!

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