



02:00



Better than Lasso

Coaching to Teachers and Teams

February 17, 2022

In the chat tell us who you are
(name, role district) and
where you are from!

Introductions



Jill Thompson
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Schools grow when people grow.



Mission: Shaping a more equitable and just future by changing how people design for each student's potential

Vision: Bringing out the best in people and their communities by designing school systems that are adaptable

OBJECTIVES

Explore six ways for coaches to create relationship-driven structures

Envision a plan coaches can enact with teachers and/or teams

Equip coaches to respond to the changing needs of educators and students

Check-In | What do you hope to do more of in 2022?



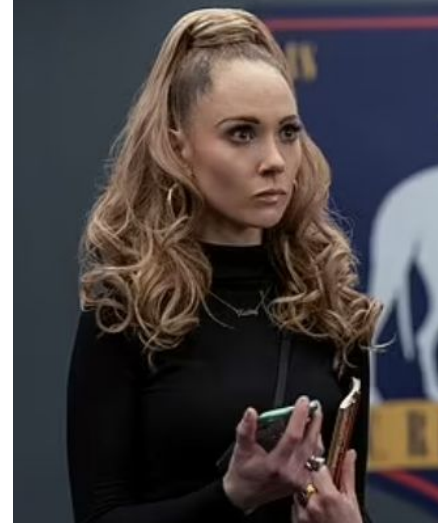
Doing the right thing even when it's the hard thing



Remaining optimistic in the face of adversity

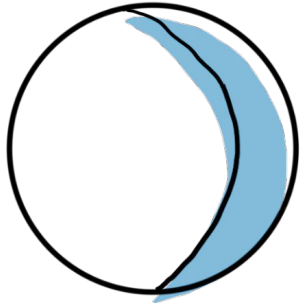


Seeking to understand before seeking to be understood

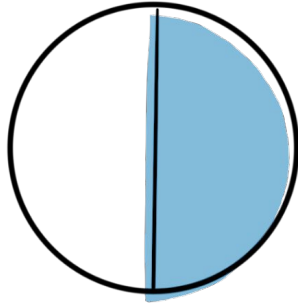


Taking risks to grow beyond what others thought you were capable of

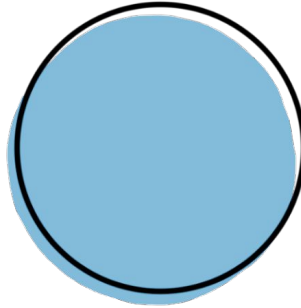
Let's learn together using SEPAD



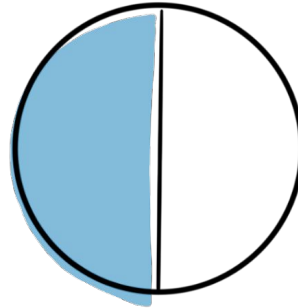
SPARK



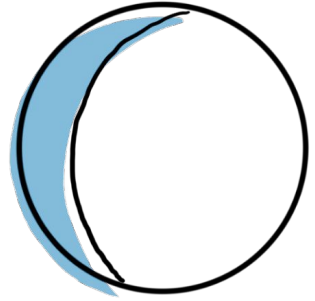
EXPAND



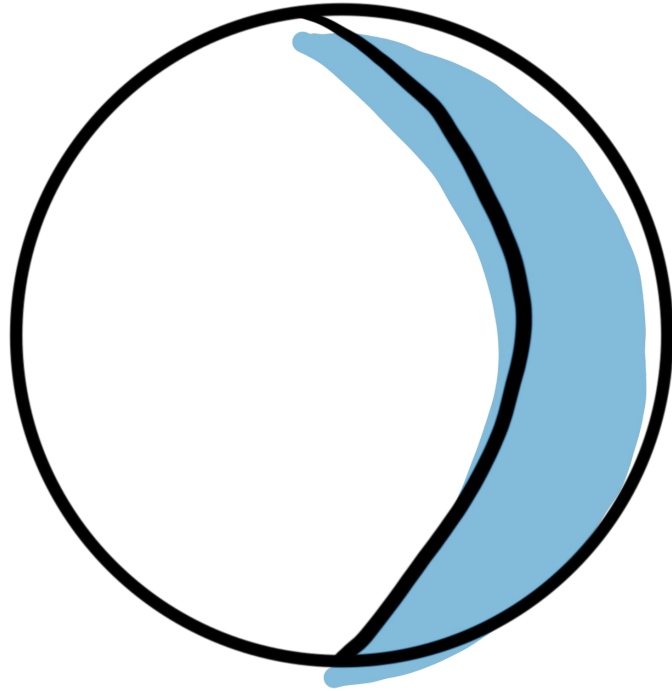
PRACTICE



APPLY



DEBRIEF



SPARK

The Problem:

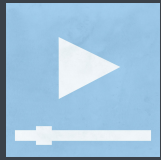
- Traditional professional development pulls teachers, coaches, and leaders away from students
- It lacks personalization
- Without application or feedback it doesn't stick



We Believe in Four Pillars for Virtual Courses



JOY: Learning should lift educators out of their day-to-day and help them see things differently, even asynchronously



JOB-EMBEDDED MICRO-LEARNINGS: Balance bite-sized knowledge paired with actions to improve over time



HABITS: Essential building blocks support capacity and growth to become “the way we do things”



PERSONALIZED: Learning needs to meet educators where they are, with individual feedback on their work

Our Perspective: Why This, Why Now for Instructional Coaches

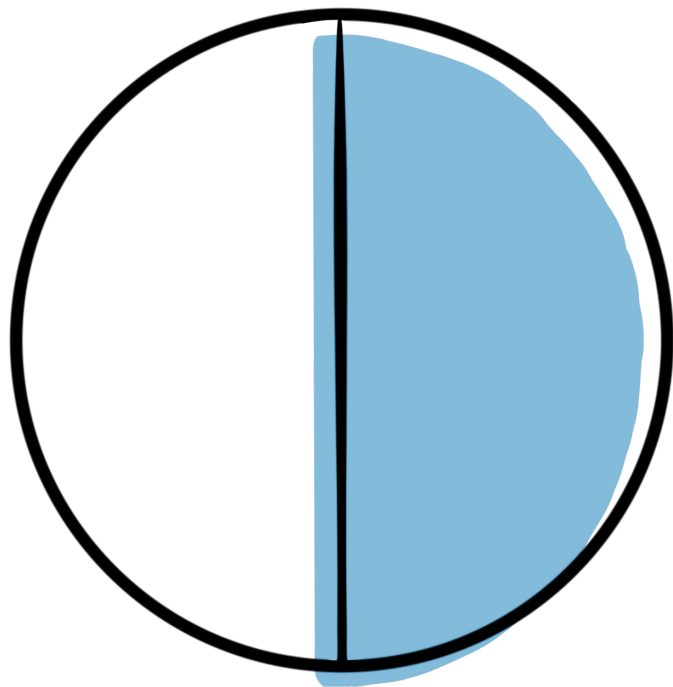
Our past: Historically, we have defined coaching around a variety of models which aim to enhance day-to-day teacher practice in order to improve student outcomes.

Our present: School districts now face the enormous challenge of understanding how coaching and professional learning has been impacted by the global pandemic, in a time of great uncertainty around in-person consistency and instructional modality.

Our future: We want to create intentional, relationship-driven structures to train and grow coaches so that they can be responsive to the ever-changing needs of the educators and students they serve, irrespective of context and modality.

Why Education Elements?

- Our expertise in **responsive practices** and focus on helping districts become learning organizations.
- Our experience **supporting schools** at every level, from the classroom to district leadership
- Many organizations exclusively focus on developing teacher practice; we take a more **holistic approach**, focusing on the entire **adult learning experience**, which include responsive practices, personalization, and relationship-building.
- Our ability to provide **high quality virtual learning** that leaders can progress through at their own pace with **personalized feedback** makes us a valuable partner for job-embedded, micro-learning experiences



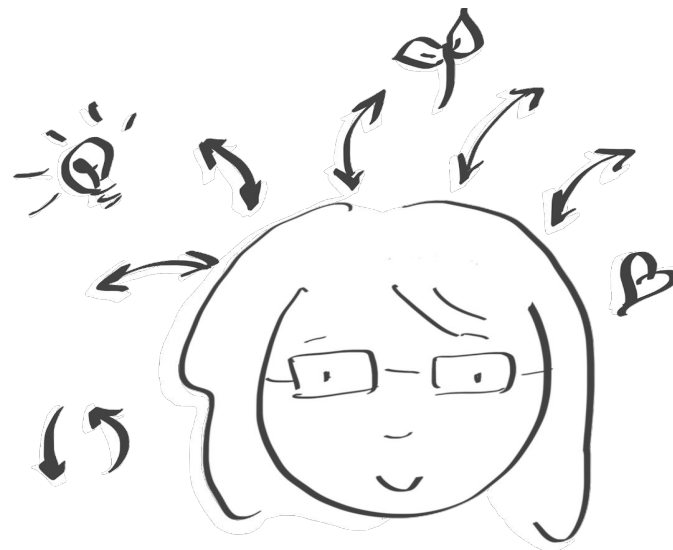
EXPAND

Schools grow when people grow

When coaching is
DONE TO ME



When coaching is
DRIVEN BY ME



Connections Before Content

Mindset

Build Relationships

What Ted Would Say

Schools are the people, not the building

Strategy: Relationship Bonding



- [We and Me Connection Cards](#)
- Interest Survey
- 1:1's to develop goals/focus for the year
- [Empathy Mapping](#)

Bring Joy to Work

Mindset

Offer Optimism

What Ted Would Say

Joy is in the journey together

Strategy: Monthly Journey of Joy



What does your school need to build positive culture & happiness?

- “One thing I appreciate about you...” by mailboxes or staff lounge
- Create an opportunity for community service that is unique to your school
- Organize a Secret Staff week.
 - A note that encourages
 - A supply that is new
 - Something small and quirky
 - Reveal at a Coffee Chat
- Plan some “Walk & Talks”. Offer three questions: school, self, silly

Be Curious & Create Continual Learning

Mindset

Cultivate Curiosity

What Ted Would Say

Foster practices that co-create responsive learning opportunities

Develop a Culture of Learning

- Use the physical environment to build learning environments
- Promote optimal zones of learning
- Take the stance of agent, not subject



Strategy: “Put Me in, Coach”

Collaborative: Pineapple Playbook



Independent: Passion Project



Genius
Hour

Small Habits Lead to Big Change

Mindset

Work in Progress
Challenges help me grow
Effort & attitude

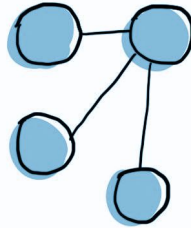
What Ted Would Say

A little goes a long way
Intentional bite-sized shifts

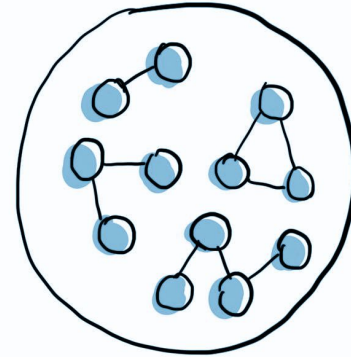
Small Habits Connect to a Larger Purpose



SMALL HABIT
(Action)

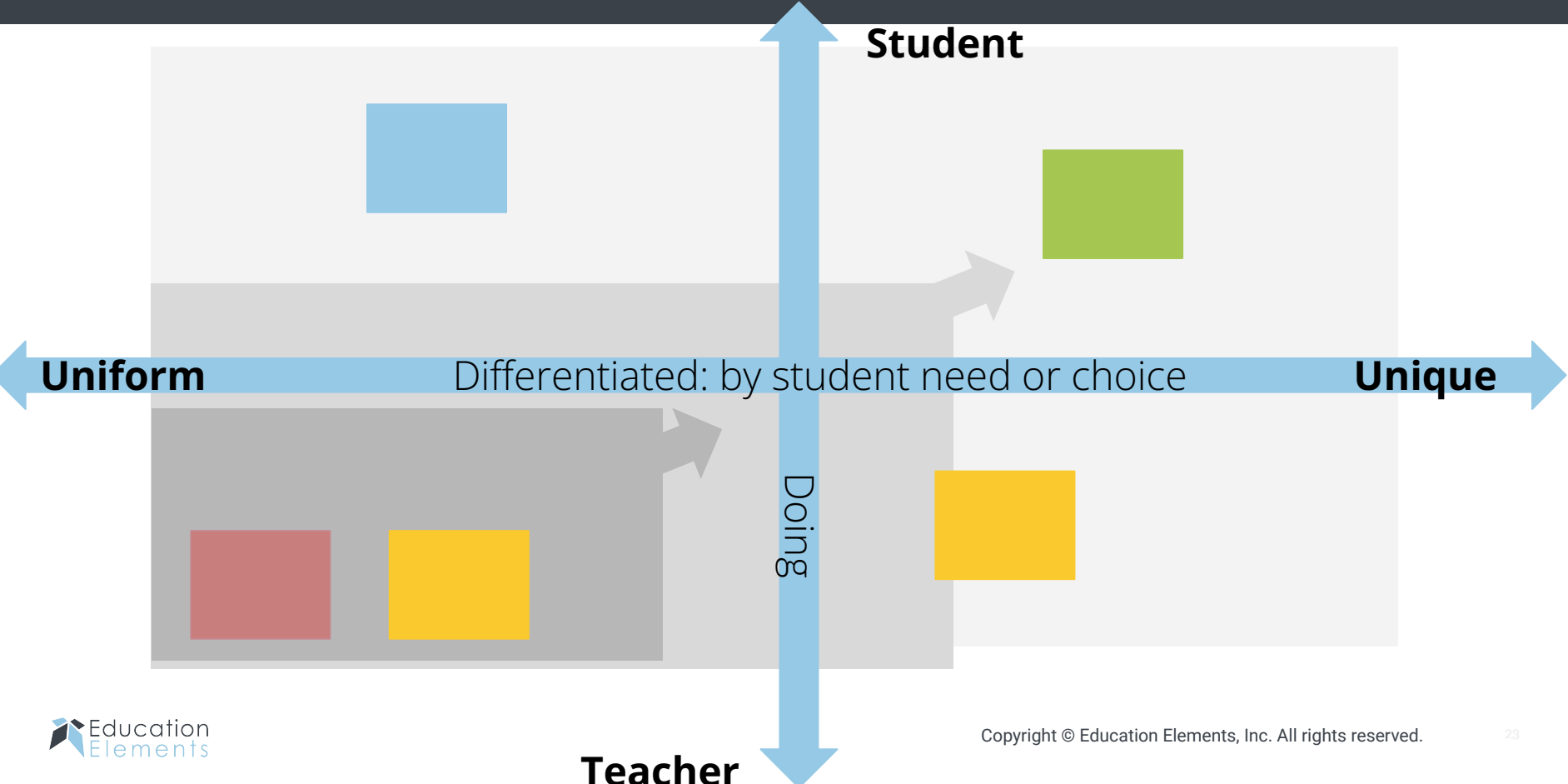


TINY RIPPLE EFFECT
(Reaction)



BIG RIPPLE EFFECT
(Changed State)

Strategy: "Move the Box?"



Measure What Matters Most

Mindset

Solution oriented

What Ted Would Say

Data tells a story

Strategy: Start, Stop, Tweak, Continue

Start <i>What should we start doing?</i>	Stop <i>What should we stop doing?</i>	Tweak <i>What should we tweak to improve?</i>	Continue <i>What should we continue doing as is?</i>

Share and Scale Learning

Mindset

Better together

What Ted Would Say

Your ideas are bigger than your team

Strategy: Lunch and Learn

- Invite teachers to a lunch and learn
- Highlight each teacher you work with and invite them to share something that is going well that might benefit other teachers.
- Create a note catcher for them to share and also reflect on what they hear

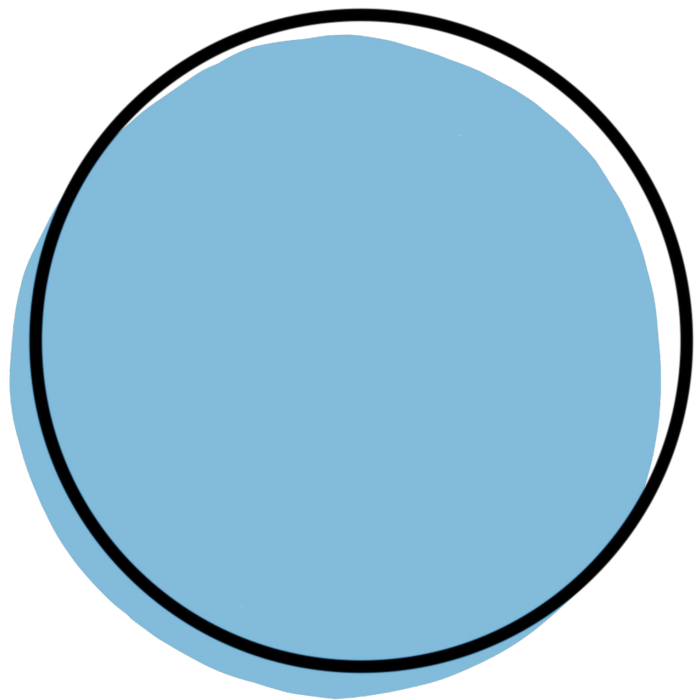
Ideas:

- See if a local community restaurant will donate lunch or maybe your PTA
- Host them once a quarter so it becomes one of your schools/districts best practices
- Make a dessert - shows you care and builds the relationship



Pause for Reflections, Ideas, Questions



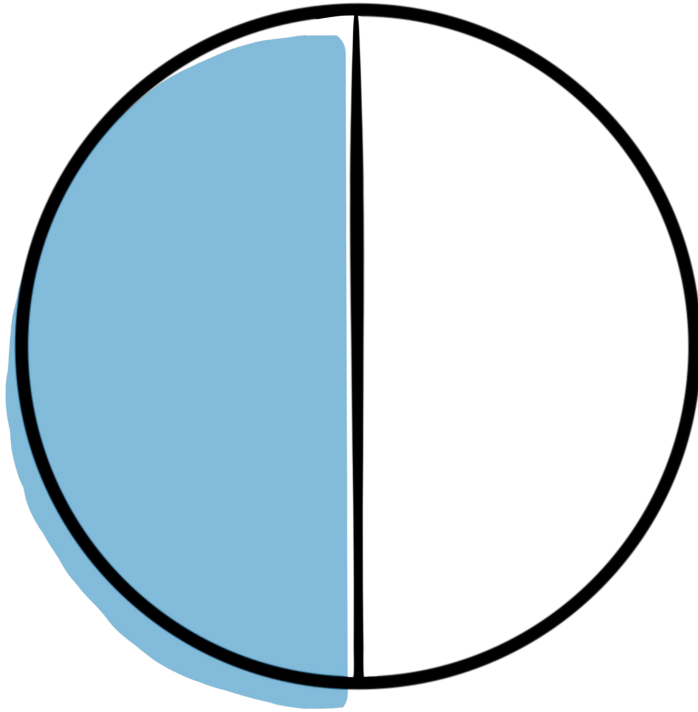


PRACTICE

Creating a Plan of Action

Section	My Notes
Spark	
Expand	
Connections Before Content	
Bring Joy to Work	
Be Curious & Create Continual Learning	
Small Habits Lead to Big Change	
Measure What Matters Most	
Share and Scale Learning	

Creating a Plan of Action:
My Commitment:
Action Steps:
My Reflection on _____ (add date):

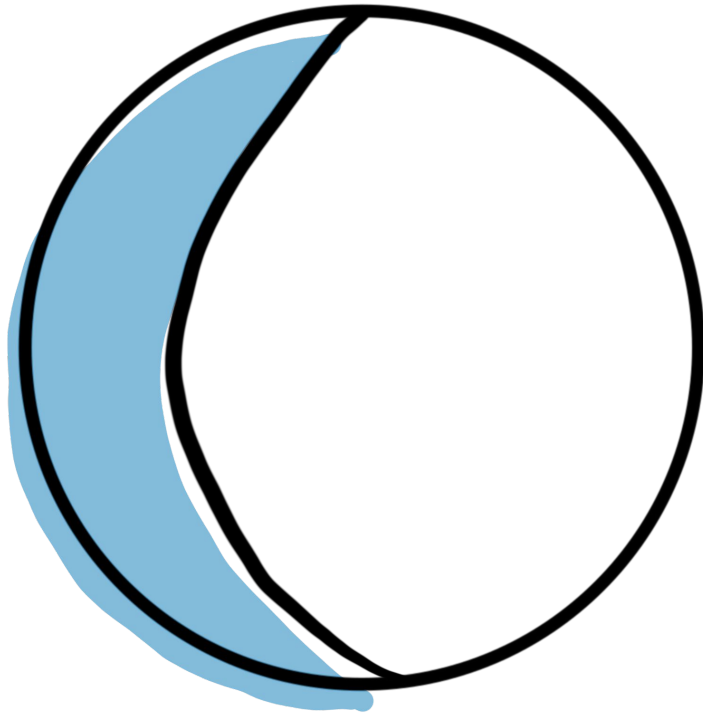


(PLAN TO)

APPLY

Share what you are committing to try to the chat!





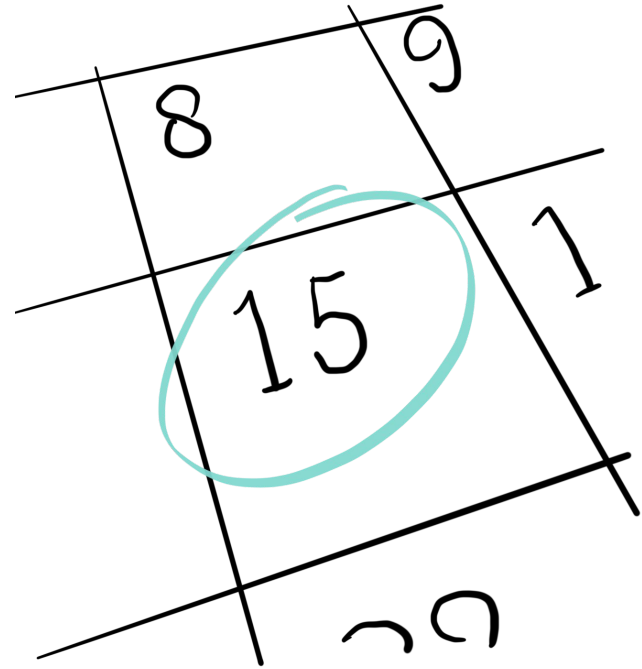
DEBRIEF

Commit to reflect!

Add time on your calendar in the next 3-4 weeks to reflect on how it's going with your commitment.



Tweet to us: @edelements,
@_BarbWhite and
@edu_thompson



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STRATEGIC PLANNING

The Importance of Involving Stakeholders Throughout the Strategic Planning Process

By: [Kelly Freiheit](#)
November 29, 2021

To see students and community members in action - that is the stuff we, as educators, dream about.



Thank You!

Stay safe, stay healthy!

Access today's slides:
<https://bit.ly/EEWebinarCoaching>

Connect with Education Elements on social media to continue the conversation, or subscribe to our blog for more resources about educating through 2022.



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