Virtual Engagement

Keep Your Camera On

Please keep **cameras on** for engagement, if possible.

Remain Muted

Remain **muted** when not talking for sound quality for all.

Joining by phone:

Mute phone and use *6 to unmute

Rename Your Screen Name

Rename your **screen name** to include your first name and last name (click on the three dots in the upper right corner of your camera picture square).

Stay Engaged

- Comment in the **chat box** at any time
- "Raise your hand" feature
- Warm call/cold call
- Small group breakouts
- Journaling
- Break planned

Burton College of **Education**

EMPOWER

INVEST

IMPACT

MCNEESE
STATE UNIVERSITY

ADD New Warmup

We will be recording...

- Describe the steps for effective feedback.

- Practice scripting a coaching conversation using effective feedback.
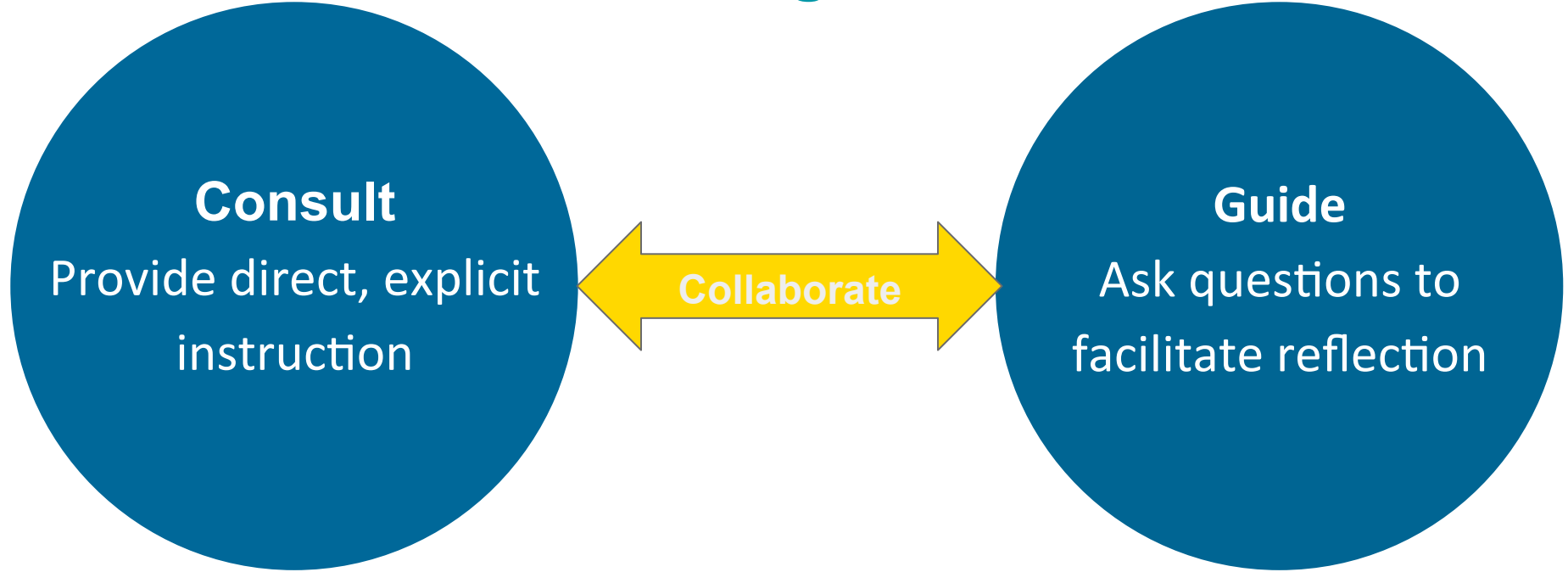
The Coaching Continuum

Consult
Provide direct, explicit instruction

Collaborate

Guide
Ask questions to facilitate reflection

Consult - Directive Coaching

- **Step 1**: Coach provides specific *evidence*

- **Step 2:** Coach provides specific, actionable feedback/next steps (*& may provide a MODEL*)

- **Step 3**: Teacher Candidate commits to action and rehearses

Guide - Cognitive Coaching

Supports existing strengths and expands unexplored capacities through questioning and reflection

Uses questions to explore thinking behind the practices

Tracks thinking and reflective process

Asks questions to reveal areas that may not be conscious to the teacher candidate

Guides the teacher candidate to make their own decisions about how to improve

CONTINUUM OF COACHING INTERACTIONS

←———————————————————————————————————→

	INFORM	SHARE	MEDIATE
Purpose	Provide information and technical assistance, solve a problem, give advice	Share ideas and problem solve collaboratively	To improve instructional decision making and increase reflection on practice.
Focus	Includes logistical information on "how we do things around here;" provides content and pedagogical knowledge	Reciprocal support for growth and improvement of practice	Nonjudgmental support for planning, instruction, assessment, reflection, problem solving (cognitive aspects of teaching)
Actions	Providing resources, demonstrations (including model lessons), offering assistance in accessing resources	Brainstorming, co-planning/co-teaching, exchanging resources, action research	Learning- focused conversations which include inquiry, reflection, generation of insights regarding professional practice, and reconstruction
Language	Pay attention to … It's a good idea to … Always … Keep in mind …	We might … Let's … How might this affect our …?	What might be some ways to …? What research supports your decisions to …?

From *Coaching Matters*
learningforward.org

Feedback and Emotion
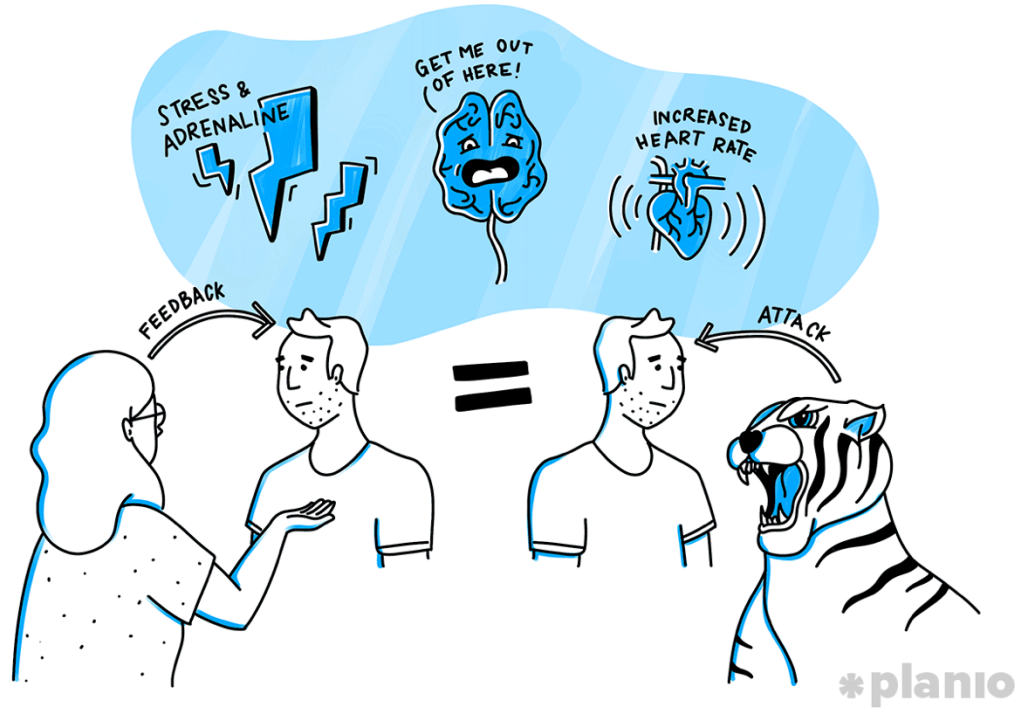
Effective Feedback

Providing Feedback

What did you notice about how the mentor provided feedback?

6 Steps to Effective Feedback

1. Provide precise praise.
2. Probe - ask a targeted question about a core issue
3. Identify a problem & concrete "bite-size" action step
4. Practice, role play, simulate
5. Plan ahead - design or revise upcoming lesson plan to implement action step

Potential Probes

How might. . .

What would . .

What are some. . .

What might be some. . .

In what ways. . .

How might you. . .

As you. . .

What seems. . .

Given your. . .

Based on…

Reflecting on…

As you…

Predict

Recall

Summarize

Identify

Describe

Compare

Contrast

Prioritize

Interpret

Infer

Conclude

Connect

Apply

Outcomes

Curriculum

Instructional strategies

Student readiness

Student behavior

Student work

Student engagement

Performance standards

Assessment results

Expectations

Lesson

Materials

Groups

Classroom climate

Procedures

The Art of Coaching: Effective Strategies for School Transformation - Elena Aguilar

Your Turn - practice a coaching convo w/ effective feedback

6 Steps to Effective Feedback

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2. Probe - ask a targeted question about a core issue
3. Identify a problem & concrete "bite-size" action step
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Reflections on How Effective Feedback

Supports the TC

Supports K12

Supports YOU

What is one idea that you will take with you this week ?