



Steps to Improve Instructional Practice Through Teacher Coaching

1

Build teacher buy-in. Take time to explain the benefits of coaching and make an effort to not make teachers feel judged during observations. This will plant the seeds of trust in the process, which will flourish as teachers see the impact on instruction and student growth.

2

Keep coaching programs intimate and personalized. The best coaches work one-on-one with teachers. All coaching should be done within the context of the teacher's current curricula and classroom resources.

3

Embed coaching in the classroom. Meet with teachers before they implement new skills to discuss their concerns and provide guidance on lesson structure. Then observe as they teach, and schedule time after to debrief and offer feedback for improvement.

4

Make coaching an ongoing practice. Coaching requires a time commitment. Some studies have found that teachers require as many as 50 hours of instruction, practice and coaching to master a new skill and implement it with fidelity.¹

5

Coach coaches, too. Coaching teams must share a common understanding of what effective coaching is. Just like teachers, coaches need mentoring to learn evidence-based strategies for coaching and to develop their own skills.

6

Utilize outside experts. Research has found that professional development presented by outside experts who also facilitate implementation, results in greater improvements to student learning.¹ Look for a partner that can assist with knowledge learning, transfer and application, and will visit school sites to provide job-embedded teacher and administrative coaching.

Ensure School-Wide Quality Professional Learning

Our coaching and professional development services strengthen instruction to ensure all students succeed. Our expert team of coaches are skilled at job-embedded coaching, individual or small audience support, and blended learning tools to support your capacity building, instructional practices, and organizational management initiatives.



¹Diamond, L., Changing Practice: Rolling the Stone up the Hill or Focusing on Implementation. Consortium on Reaching Excellence in Education. <https://www.corelearn.com/who-we-are/changing-practice/>