EDUCATOR AIDE

Leading Schools to Extraordinary Coaching Framework

For School Leadership Teams

Cycles of Learning ⬇	Leadership Action #1 Understanding My Leadership	Leadership Action #2 Understanding My School	Leadership Action #3 Identifying School-Wide Coaching Focus Areas	Leadership Action #4 Implementing Weekly Coaching Cycles	Leadership Action #5 Gathering & Analyzing Data to Coach Actions	Leadership Action #6 Coaching with Consistent Feedback Strategies
Assess *What are my current practices? What is working and what needs to change?*	→ Results Leadership assessment process →Asset mapping process →What is my leadership style vs. my personality style?	→Grade-level analysis →Data review to inform decision-making	→Analysis of school-wide performance data →Feedback tools from students, parents & board members	→Assessing your current time spent in classrooms and common areas of your building(s) →Assessing your current time spent with teachers.	→What are the current pieces of evidence I look for to ensure teachers are growing? →Artifact bank (list and descriptors)	→Approaches to teacher feedback →Ways to monitor progress effectively →Coaching **must be** personal & face-to-face
Understand *What will I walk away understanding better from this action & how does it relate to my practice?*	→How do I currently spend the majority of my time?	→Culture →Climate →Instruction	→Targeted and high-leverage →Designed for quarterly impact	*Are you spending time or investing time?* *What have been the results of your current coaching?*	How are you collecting qualitative and quantitative data when you visit classrooms?	When you meet with a teacher – what should you require to know they have "skin in the game"?
Practice *How can I quickly practice this concept to take immediate action?*	Toolbox with resources for each action					
Apply *What is my timeline to apply these concepts?*	→Daily, weekly & quarterly mapping	→Daily, weekly & quarterly mapping	→Alignment of professional development calendar	→What are my look-fors? →How do I gather data for my observations?	→Implementation of artifact bank and look-fors	→Prioritizing your teachers
Reflect *How do I know I have achieved the results I wanted and grown in my coaching skills?*	Reflection tool(s) for each action					

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Understanding Who I Am (Internal)

Understanding How I Work With Others (Internal)

Reflect & Take Action (External)

Leading your school to extraordinary.

Reflect & Take Action (Internal)

Understanding My School's Culture (External)

Understanding My School's Community (External)

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Leadership Needs Assessment → Benchmark of Current Metrics → Development of Action Plan → Customized Training & Ongoing Coaching → Accountability & Progress Monitoring → Case Studies & Impact Report