

Instructional Coaching: What's in your tool belt?

Meghan Storms & Lisa Sutherland
Quality First



**Why do early
childhood educators
need instructional
coaches?**



**What supports can be
provided at the state and
programmatic levels to
guide instructional
coaches?**



Support at the State Level



<http://www.azftf.gov/early-learning-workforce>

Support at the System Level

COACH COMPETENCIES | FY17

Quality First Coach Competencies



Alignment

TA Instructor

Standards

Core Area 1: Content Knowledge

Core Area 2: Adult Learning Principles

Core Area 3: Instruction

Core Area 4: Assessment & Evaluation

Core Area 5: Professionalism

Core Area 6: Relationship-based Practice

Coach Competencies

Application of Content Knowledge

Application of Adult Learning Principles

Professionalism

Coaching Implementation

Professional Development & Training



From What to How

- The standards and competencies provide a foundation to ensure that TA providers have adequate credentials, experience, and knowledge to engage in the work.
- ‘the what’.

- Now, let’s take a closer look at the steps and strategies that that provide a strategic plan for how to approach coaching.
- ‘the how’



4 Steps to Strategic Coaching

- Building a foundation for learning by defining content and providing context
- Embedded support to transfer knowledge into practice
- Observation & low inference feedback to support teacher reflection on learning
- Supports for sustainability



Activity

- Posted around the room are the identified 4 steps to strategic coaching
- If you were going to teach someone a new skill what are some things that you would want to be sure to do in each step?
 - The new skill could be as simple as teaching a child to tie their shoe for the first time.
 - The focus of the activity is the steps, not the content itself. It does not need to be complex, or even related to early childhood.



4 Steps to Strategic Coaching

- Building a foundation for learning by defining content and providing context
 - Based on information exchange
 - Written resources
 - Videos
 - Conversational Exchange
 - Could take place in
 - One on one coaching
 - Group PD



4 Steps to Strategic Coaching

- ◉ Embedded support to transform knowledge into practice

- Could be provided by

- Modeling Techniques

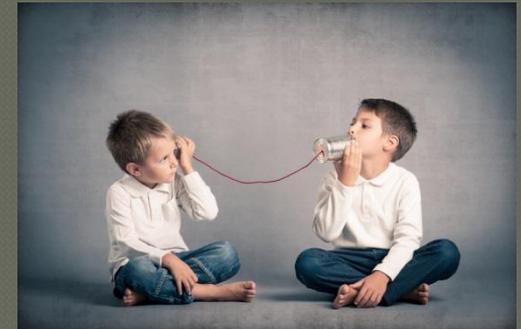
- <Coach modeling the technique as the coachee observes

- Videos

- Side by Side Implementation

- <Practicing skills together during a planned activity,

- <The coachee practicing a skill with in the moment feedback



4 Steps to Strategic Coaching

- Observation & low inference feedback to support teacher reflection on learning
 - Evaluation of Learning through
 - Observing the teacher implementing a skill during a planned activity
 - Following the observation low inference feedback is offered to help the teacher reflect on the implementation of the skill (successes or challenges)



< low inference feedback takes note of only what has happened meaning what is said or done, without drawing conclusions or making judgements.

4 Steps to Strategic Coaching

○ Supports for sustainability

- Ongoing touch points for support around problem solving and innovation
 - Community of Practice
 - Implementation Team
 - Peer/Supervisor Support



Strategies as Tools

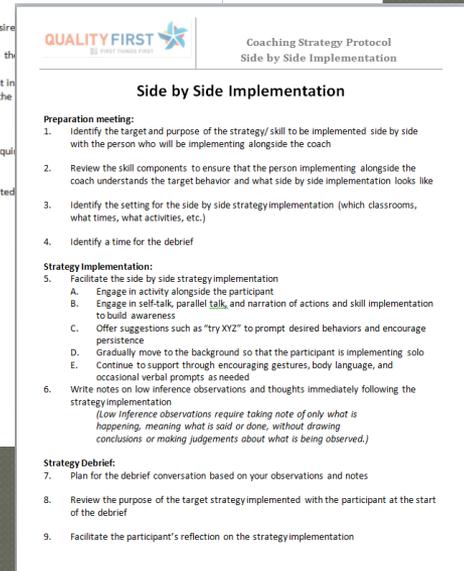
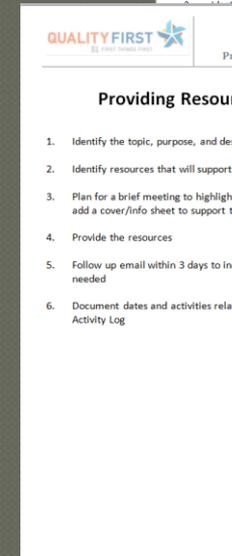
These strategies are tools for consultants to work with in the field.

Like all tools, it is important to have instructions and guidance on when and how to use them.



Strategy Protocols

- An identified process for implementation
- Can be held to fidelity and fidelity can be measured and tied to outcome data
- Allow for individualization and differentiation by encouraging the use of a variety of techniques as long as they meet the implementation protocols



Skill Building in ECE

- Build Foundation
- Embed Support
- Observation & Feedback
- Supports for sustainability



Utilizing the specific strategies and protocols that best fit the individualized needs of the learner

Thank You!

Contact Us:

- **Meghan Storms**
mstorms@vsuw.org
- **Lisa Sutherland**
lsutherland@azftf.gov



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