**S=Status**

**Question: What opportunities does coaching provide to communicate our belief in others?**

10:18:57 From Ginni Beaty to Everyone:

 Empowering by asking to share something they did in their class

10:19:07 From Cory Holder to Everyone:

 Providing positive feedback after discussion/coaching and also following up to continue to assist as needs arise

10:19:17 From justin.edmison to Everyone:

 Coaches, of any kind are constantly reiterating that they see what their teachers (or players) are doing well and helping when there are needs. Coaches notice positive things happening in classrooms and need to let that person know they see it happening.

10:19:17 From Natasha McFall to Everyone:

 Coaching allows us to listen and reinforce what good ideas and lessons others are already using.

10:19:18 From Rebecca Searfoss LIt Coach MNPS to Everyone:

 When I have our vertical teams, I have teachers talk to each other in a small group and then share out their opinions about whatever we are working through. I try to show that all voices are important and that time to talk through an issue is really important first in a small group.

10:19:24 From Arsha Johnson to Everyone:

 Coaching can provide an authentic accountability partner type relationship.

10:19:29 From Tara Wilhelm.CO - Instructional Tech,Central Office - to Everyone:

 We have opportunities to reinforce the great teaching and learning that we see occurring so that when they are given positive feedback they want to continue those behaviors.

10:19:53 From Melissa Alexander to Everyone:

 Paraphrasing what the other person has said will set a connection and let the other know you are really listening.

10:20:21 From Sandra\_ELA to Everyone:

 Relationships and Positive Interactions. Shared communication

10:20:21 From Terry McMillan to Everyone:

 Coaching allows an opportunity to help educators realize classroom strengths they have/use that may not be clear from their prespective

10:20:30 From Bianca Deliberto to Everyone:

 Anytime we work with teams in PLCs or using positive observations as a way to show we are connected to individual teachers.

10:20:32 From jacobsc to Everyone:

 Coaches act as a partner in the work of the teacher by providing support, feedback, and encouragement.

10:20:58 From Pam Zigler.GES Teacher Group to Everyone:

 In grade level meetings, sharing what is being done in the classroom because everyone is strong in one capacity or another. Staying on the positive.

10:21:10 From Charisse Baker to Everyone:

 Ask the other person to explain how they could strengthen a lesson or strategy.

10:21:13 From Brenda Mathews to Everyone:

 Letting the educator know that they are the expert in their rooms.

**C=Certainty**

**Question: How do you provide certainty when you are working with educators?**

10:24:08 From Tara Wilhelm.CO - Instructional Tech,Central Office - to Everyone:

 Consistent check ins and support

10:24:15 From Terah Pring to Everyone:

 Staying consistent in my words and actions, that can give a sense of certainty

10:24:16 From Natasha McFall to Everyone:

 Consistency is key.

10:24:20 From Erin McGill.CO - Professional Development,Central Office - to Everyone:

 showing up regularly and being available

10:24:22 From Terry McMillan to Everyone:

 Clear, consistant

10:24:24 From Haley Wood to Everyone:

 follow through

10:24:25 From Arsha Johnson to Everyone:

 Scheduled check-ins

10:24:29 From justin.edmison to Everyone:

 Keeping the end goal in mind. Allowing them to see that there is a goal we are working toward. Taking small steps to make larger changes

10:24:30 From Cassie Nipper to Everyone:

 Being there when needed

10:24:31 From Bianca Deliberto to Everyone:

 regular checks and visits

10:24:32 From jacobsc to Everyone:

 consistency

10:24:32 From Takako Price to Everyone:

 I let them know that I am their support and what is said in Vegas, stays in Vegas

10:24:33 From JOY.patton to Everyone:

 I make sure they know when I'm coming into their room. I also make calendar invites for almost every meeting.

10:24:34 From Jonathan Bolding (he, him) to Everyone:

 Leveraging my influence to seek clarity from administration and pushing district leaders for clear messaging

10:24:36 From Kelli Myers.CO - Professional Development,Central Office - to Everyone:

 Setting a purpose for my visits.

10:24:43 From Terry McMillan to Everyone:

 Clear, Consistent communication, seek first to understand then to be understood

10:24:52 From Sandra\_ELA to Everyone:

 Try to relate to their experience. Allow them a sounding board and question to promote their thinking.

10:25:00 From Melissa Alexander to Everyone:

 If you can lead the teacher to answer their own question, it reinforces agency. It’s no longer the coach’s idea but the teacher’s.

10:25:46 From Pam Zigler.GES Teacher Group to Everyone:

 I provide the materials that are needed per grade level and have a regularly scheduled check-ins. Also, being purposeful in the check-ins and meetings by respecting their time.

10:25:49 From Charisse Baker to Everyone:

 Provide meaningful and immediate feedback

**A= Autonomy**

**Question: Within your context, where are the possibilities for autonomy?**

10:28:44 From JOY.patton to Everyone:

 Choosing the skill they want to work on or the problem they want to solve

10:28:54 From justin.edmison to Everyone:

 Learning students and seeing what works for them. Teaching the curriculum but allowing for differentiation within the classroom

10:28:55 From Melissa Alexander to Everyone:

 Helping them set their own goal

10:28:59 From Natasha McFall to Everyone:

 Allowing freedom of choice

10:29:17 From Jonathan Bolding (he, him) to Everyone:

 I work for a curriculum company, EL Education, and I share w/ my coaches and teams that the teacher’s notes are a guide b/ not the red letter words of Jesus, it’s okay to bring yourself to the space

10:29:24 From Tara Wilhelm.CO - Instructional Tech,Central Office - to Everyone:

 Differentiating for our teachers, not just our students; not a one size fits all coaching approach

10:29:24 From Bianca Deliberto to Everyone:

 differentiation/scaffolding

10:29:59 From Heather to Everyone:

 By not giving the answers but helping them find their answer

10:30:11 From Terry McMillan to Everyone:

 Allowing for creativity in scripted lessons, doing the work ahead of time, allows for this…

10:30:17 From Cory Holder to Everyone:

 Brainstorming to embrace creativity

10:30:37 From Pam Zigler.GES Teacher Group to Everyone:

 Results from CFAs and allowing them to choose how to reteach and even their approach from their strengths.

10:32:24 From Melissa Alexander to Everyone:

 Building rapport first; then coaching NOT consulting

**R=Relatedness**

**Question: How do you help other feel safe when learning or trying something new?**

10:32:37 From Arsha Johnson to Everyone:

 Space for processing time.

10:32:37 From Annie P, LBA to Everyone:

 Ensuring them that we learn through mistakes

10:32:58 From Tara Wilhelm.CO - Instructional Tech,Central Office - to Everyone:

 Focus on the effort and the positive outcomes

10:33:01 From Erin McGill.CO - Professional Development,Central Office - to Everyone:

 presume they already know- just reminding them of what they can do

10:33:08 From Terry McMillan to Everyone:

 It is ok if it does not work, learn from it and adjust

10:33:09 From Sandra\_ELA to Everyone:

 Sharing my own personal experiences in the classroom. Being real with them. Relating.

10:33:12 From Bianca Deliberto to Everyone:

 building connections

10:33:16 From Lane Thompson.Central Office - to Everyone:

 I love to share my failures in the past and be self deprecating so they know I'm not perfect either

10:33:17 From JOY.patton to Everyone:

 Celebrating everything we can

10:33:22 From jacobsc to Everyone:

 Give them time to share apprehensions.

10:33:23 From Charisse Baker to Everyone:

 Encourage

10:33:37 From Brenda Mathews to Everyone:

 Story telling about your experiences with the area of focus

10:33:43 From Kelli Myers.CO - Professional Development,Central Office - to Everyone:

 Celebrate steps toward the goal

10:34:58 From Tara Wilhelm.CO - Instructional Tech,Central Office - to Everyone:

 Good point Kelli! We don't have to wait until the end to celebrate! Small victories build excitement!

**F= Fairness**

**Question: What is an area in your school that coaching could make more equitable, open, or transparent?**

10:36:12 From justin.edmison to Everyone:

 Assuring that all grade levels are being held to the same standards.

10:36:18 From Natasha McFall to Everyone:

 Encourage mutual respect. Change rules to promote fairness.

10:36:20 From Forrest Doddington to Everyone:

 Question: What can coaching make more equitable?

10:36:33 From Melanie Peel to Everyone:

 You are not just allowed to coach those on an improvement plan

10:36:40 From Lane Thompson.Central Office - to Everyone:

 admin not using "coaching" as a "punishment for teachers and a way to avoid hard conversations themselves

10:36:55 From Terry McMillan to Everyone:

 Coaching is for everyone…

10:37:13 From Brenda Mathews to Everyone:

 Leaders in the building are being coached by their supervisors and share their learning

10:37:33 From Pam Zigler.GES Teacher Group to Everyone:

 Encourage sharing the positive experiences in the learning

10:37:33 From Angelia Lower.BHS Teacher,FVHS Teacher Group to Everyone:

 Coaching unleashes EVERYONEs brilliance!