

Building Administrator Formative Coaching

GATHER

SORT

INTERPRET

DEVELOP FEEDBACK

Quick Reflect:

Reflecting on the conferencing and the coaching of staff, what are your strengths and what are your areas of needed growth?

Transforming Practice:

What characteristics of the Rhode Island process will be the most effective in transforming practice?

Focus on Professional Practice 3C:

Coaching Stems

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Paraphrasing

- So....
- Let me make sure I understand...
- In other words...it sounds like...

Clarifying

- Could you tell me more about...
- Tell me what you mean by...
- Could you give me an example...
- How is that different from....

Interpretation

- What you are describing could mean...
- Could it be that what you are saying is...
- Is it possible that...

Mediational

- What criteria do you use to...
- What might happen if...
- How would it look...
- What is the impact of ... on students...
- How do you decide...

Instructional

- Would you like more information; to review some options; some resources...
- A couple of things to keep in mind are...
- Research seems to indicate...
- Sometimes it is helpful if...

Summarizing

- You have stated that your goal is...
- Let's review the key points in our discussion...
- Tell me your next steps...
- So this is your homework...

Transformational

- Let's try a role-play...
- Ground that assessment for me...could you make a different assessment...
- How could we turn that rut story into a river story...
- What new "way of being" are you willing to try out...



Trio Coaching

Trio Coaching Prep (as Teacher, Evaluator, or Observer)

Trio Coaching Observation Notes (as Teacher, Evaluator, or Observer)

GUIDING QUESTION: How did the evaluator apply language that supports learning (e.g. an approachable voice, acceptance, empathy, open ended questions, positive presupposition)?

GUIDING QUESTION: How would you do this differently? Why?