

BLENDED COACHING

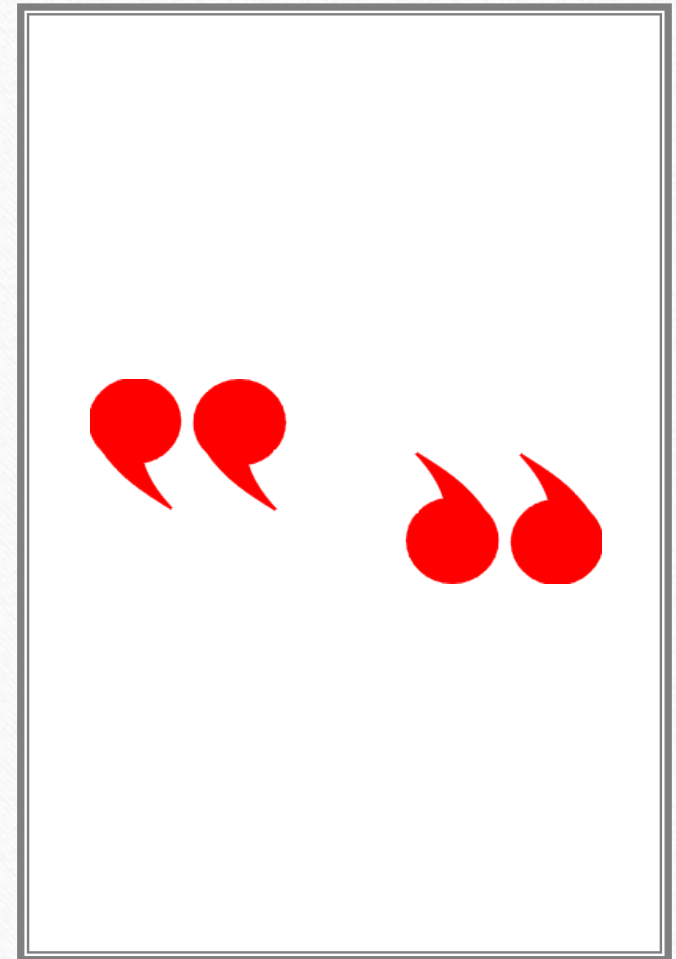


Skills and Strategies
to Support
Principal Development

DAVE BURDE • CLARE MATHIAS • KYLE BIRD • JOHN HANSEN

"At last we have a comprehensive book that teaches us about the practice of coaching and the principalship! There are skills, strategies, tools, and stories of practicing leaders that can help a prospective leader grow and learn in this engagingly written book. This is clearly a must read for principals-new and experienced-and those who coach them."

-Ann Lieberman, Senior Scholar Carnegie Foundation for
the Advancement of Teaching





“Most coaches find Blended Coaching Strategies to be a comfortable and rational way of envisioning the coaching process. But mastering this approach demands discipline and practice, as coaches must learn to move effectively between facilitative (cognitive) and instructional (experiential) strategies.” Bloom et al

(Refer to Pages 57-59)

Meeting the Challenges of Today's School Leaders

- **Professional Knowledge and Skills**

ISLLC Standards list **93** performances for which a school administrator should be held responsible

- **Emotional Intelligence**

Supervising adults, living in the spotlight, letting go of emotional responses to problems, letting go of control, accepting the job is never finished, self-care

- **Cultural Proficiencies**

Leaders must navigate diverse cultures and emotional landscapes, be good listeners, keen observers, and mediate their own prejudices and communications

“The power of coaching is tied to how we know adults learn”

- Skills
- Strategies
- Tools



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What **Skills** do we have? Pages 25- 49

- Building Relationships of Trust
- Listening, Observing, Questioning
 - Providing Feedback

The Supervisor and the Coach

We have always supervised:

- During the Candidate Support Team meetings
- Monitor, assess, and document candidate performances and progress

We have always coached:

- During Observations
- Pre/Post Conferences
- Driven by Targets for Learning

Appendix 4

Metro RESA iLEAD Supervisor or iLEAD Mentor Pre/Post Observation Conference Form

This is a required form to document the observations of the candidate by the mentor and the iLEAD supervisor. It should be used **to support the coaching cycle** with a pre-observation conference and post-observation conference. A copy of this document must be uploaded to the e-portfolio for each observation (minimum of 4 observations by the iLEAD supervisor and 6 by the mentor).



Candidate:		Observer:	
Activity, Task, Performance Observed:			
Date of Observation:			
PRE-OBSERVATION CONFERENCE		POST- OBSERVATION CONFERENCE	
Date _____ Time _____		Date _____ Time _____	
Notes: (Note specific focuses/ Learning Targets as requested by the candidate)		Results: (Including strengths and areas leading to next performance goals/Learning Targets)	
Recommendations:		Next Steps:	

What Strategies Do We Have?

Pages 51- 93



- Facilitative Coaching
- Instructional Coaching
- Collaborative Coaching
- Consultative Coaching
- Transformational Coaching

Facilitative Coaching: (Cognitive)

- Creating New Possibilities by Taking a Fresh Look at Assertions and Assessments
- Developing Problem Solving Skills
- Building Self-Reflective Practice
- Shifting the Locus of Control from Coach to Coachee



Instructional Coaching: (Experiential)

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- When the coach shares his or her own experience, expertise, and craft wisdom with the coachee by using traditional teaching strategies.
 - Modeling
 - Providing Resources
 - Direct Instruction



Collaborative Coaching:

- Falling between the core strategies of instruction and facilitation because the coach is constantly in both modes throughout a project that is collaborative in nature.
 - Coach gets hands dirty and does some of the work alongside coachee
 - Focus on concrete action with larger goal of developing knowledge, skills, and disposition for coachee



Consultative Coaching:

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- Basic Steps:
 - Determine the need and agree upon a consultative approach
 - Provide advice, examples, and resources
 - Extend support beyond the one-to-one coaching relationship

Consultative approach must be applied with restraint; overuse can build dependency – independence is what you are fostering with coaching.....





Transformational Coaching:

- Effective coaches and coachees dance around the Möbius strip!
 - Coaches must be prepared to support their coachees in their struggles with difficult personal issues as well as their acquisition of new knowledge and skills.

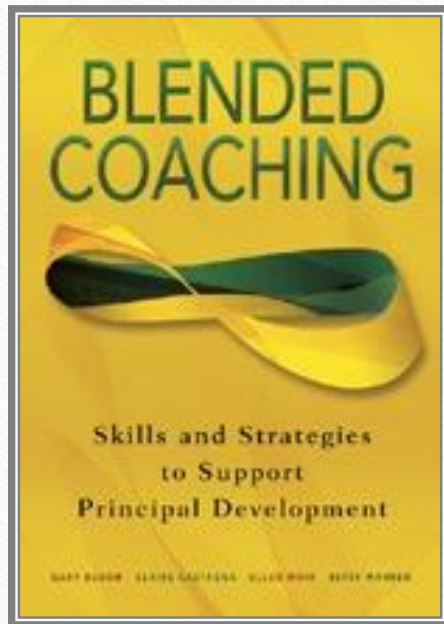
DOING - BEING



Supporting ideas.
Sharing solutions.
Expanding opportunities.®

A Toolkit for Principal Supervisors

Refine Your **Knowledge**?
Considering **Skill Building**?
What is Your **Disposition**?



- **iLEADing and Blended Coaching**

- Facilitative Coaching
- Instructional Coaching
- Collaborative Coaching
- Consultative Coaching
- Transformational Coaching