

Professional Development for Coaches

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Professional Development Overview

- Team Formation and Development
- Professional Development
- On-going support

Qualifications of Coaches

- Early Childhood base
- Relationship skills
- Reflective



Professional Development on Literacy

- Literacy Institute
- Met regularly with course instructors
 - Literacy instruction
 - Understand what students hear
 - Two-way feedback



Professional Development: Literacy Resources

Provide accessible resources

- Article collection
- **Classroom Literacy Enrichment Model**, Grand Rapids Community College, ERF grant
- **50 Early Childhood Literacy Activities**, Beaty, Pearson/Merrill/Prentice Hall, 2005
- **Fee, Fie, Phonemic Awareness**, Hohmann, High Scope, 2002
- **Learning to Read and Write**, Neuman, Cople, Bredekamp, NAEYC, 2000.
- **Literacy and the Youngest Learner**, Bennett-Armistead, Duke, Moses, Scholastic, 2005



Formal Professional Development on Coaching

Coaching Institutes:

- Understanding role
- Sharing of experiences and materials

Conference calls:

- Problem solving
- Family child care
- CHELLO and ELLCO



Supporting Coaches: Key to Success

- Provide a structure
 - Build relationships
 - Reflect
 - Support
- Weekly coaches meeting
- Team of equals
- Lead coach:
 - Leader, not supervisor
 - Focus, organize, build relationships



Team meeting structure

- Share success (always and each)
- Share concerns (venting)
- Brainstorm solutions
- Focus on weekly goal
- Individualize



Benefits of weekly meetings

- Support
 - Acknowledge positives and small successes
 - Reduce isolation
 - Provide affirmation
- Focus on literacy goal
 - Complex task due to variety of skill levels
 - Tie other domains to literacy
 - Met with instructors
 - Met with project director

Benefits of weekly meetings

- Skill building and re-direction
 - Through discussion
 - Reflective
- Problem-Solving
 - Brainstorming
 - Concrete ideas
 - Email prior to meetings



Benefits of weekly meetings

- Resource Sharing and Development
 - Generic activities for use with any book
 - Literacy bags
- Laughter..... And humility.



Weekly meeting reflection

(Lansing Community College)

Coach Reflection Sheet

- The highlight of my coaching sessions this week was . . .
- The toughest coaching challenge was . . .
 - I handled it this way . . .
 - I wish I would have . . .
- I learned . . .
- I was affirmed on . . .
- I was surprised by . . .
- I have questions about . . .

Coaching Lesson Plan

A reflection tool for use before the goal sheet
(Mott Community College)

Provider	Date	Literacy/math coaching goal – What literacy/math teaching strategy and/or environmental change is the focus of your coaching goal?	Goal in relationship to children: How will this goal benefit the literacy/math skills of the children?	Supplies/tools needed: How will the student obtain the materials needed?


Coaching Reflection

- Was the student able to accomplish the literacy/math goal in a timely manner? If not, why? _____
- Did the goal appear to support literacy/math child-learning? How/how did it not? _____
- If the goal was accomplished, how could it be extended to provide more literacy/math child-learning? _____
- Will you have the student extend the literacy/math goal? Why? /Why not? _____
- Comments: _____

Accountability

Coaching visit form

- Reflective
- Coach prompts
- Coachee sets goals
- Specific outcome
- Specific strategies
- Action plan
- Shared responsibility
- Organization
- Self-carboned
- Notebook



Coaching Reflection Form

Educator: _____ Site: _____ Coach: _____ Date: _____ Time: _____ to _____

Reflection

Set a Goal

New goal: _____
Check those that apply: Oral Language, Phonological Awareness, Print Concepts, Written Expression, Letter Knowledge, Numeracy

Identify Desired Outcomes

When you think about the goal you have set what do you want to see in your classroom?
What do you want your children to be doing? What do you expect to be doing?

Identify Strategies for Classroom Educators


- Identify your strengths that could be utilized to achieve this goal and your desired outcomes: _____
- What new strategies could you try? _____

Create an Action Plan


Task to Be Completed	Person	Date	☑	Notes

Accountability

- Log sheet
 - Dates pre-set
 - Time
 - Location
- Consistency
- Notes, reasons for missed visits



Coaching supports



For coaching to be the most effective, coaches must be supported.

Key ingredients:

- Regular meeting time
- Focus on goals & reflection
- Building relationships

Provide for the coaches what we expect them to give to their coachees.