

Keeping Faculty at the Leading Edge

## Instructional Coaching: Guide to Partner Organizations

Introducing instructional coaching at your school is a significant undertaking: schools need to identify potential coaches and ensure a consistent approach and skill set among those coaches. The organizations profiled below can help schools address both of these crucial elements.

In the first section, *Expanding Coaching Capacity*, schools will find information about vendor partnerships that can provide virtual instructional coaching. For schools looking to pilot coaching, or for schools in the process of developing their own internal coaching capacity, these partnerships offer immediate coaching opportunities.

The second section, *Building an In-House Coaching Team*, provides schools with information on helpful tools to support effective coaching as well as organizations that provide training for instructional coaches. Together these organizations can help schools develop a robust and high-impact coaching program.

### Expanding Coaching Capacity

A successful coaching program provides frequent, individualized observations and feedback. However, many independent schools have limited coaching capacity, which results in infrequent observations, delayed feedback, and sporadic coaching conversations. Third-party virtual coaching services offer this type of regular, high impact coaching and are an excellent option for schools who currently lack the internal capacity to offer coaching. The following organizations provide this service to independent schools.

#### **EdConnective**

*Virtual Instructional Coaching Service Focused on Tactical Improvements in Teacher Practice*

- Pairs individual teachers with trained, experienced coaches who focus on improving teacher weaknesses through practice-based coaching
- Connects teachers and coaches through an online platform where teachers upload videos of classroom lessons; teachers and coaches “meet” virtually to discuss improvement in identified areas and practice strategies for improvement
- Offers coaching packages of 4 to 6 weeks with 8 to 12 feedback sessions:
  - ❑ 7 observations, 8 feedback sessions over 4 weeks - \$1240
  - ❑ 9 observations, 10 feedback sessions over 5 weeks - \$1370
  - ❑ 11 observations, 12 feedback sessions over 6 weeks - \$1500

#### **Marzano Research: Coaching for Teachers Program<sup>1</sup>**

*Virtual Instructional Coaching Service Offered by Dr. Robert Marzano’s Education Organization*

- Pairs individual teachers or groups of teachers with coaches trained in Marzano’s Teacher Evaluation framework to improve upon teacher weaknesses
- Coaches work with teachers on identified areas of improvement using Marzano’s 41 elements of effective teaching shown to enhance student learning
- Includes ten sessions which may be used by one teacher ten times or up to ten teachers once, depending on school needs

1) Marzano Research is a separate organization from Learning Sciences International’s Marzano Center, a center also dedicated to Marzano’s work, but with different resources and services available.

# Teacher Coaching: Guide to Partner Organizations

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## ▶ Building an In-House Coaching Team

To offer the most meaningful coaching interactions to faculty, schools should ground their coaching strategy in a research-based approach to coaching. To achieve this, schools should provide teams of coaches with high quality, ongoing training and opportunities for practice. They should also have the necessary tools to be able to provide rich, actionable feedback to teachers. The following organizations provide resources for developing skilled coaches and online tools to help coaches deliver feedback and guide teachers to improve their practice.

### **Folio Collaborative**

*Independent School Teacher-Designed Software Platform For Professional Evaluation and Growth*

- Creates an online space for teachers to set goals on a yearly cycle and for administrators and coaches to provide feedback to teachers on their progress
- Allows teachers to create a digital portfolio of their work, which keeps coaches and administrators updated and informs coaching conversations regarding practice improvement
- Hosts member events, including the *Folio Summer Institute* and supplemental trainings to provide in-depth learning on how to effectively use the software
- Offers membership with varying prices based on the number of users within a school, ranging from \$5,000 to \$8,000

### **Sibme**

*Educator and Technologist-Founded Professional Learning Platform to Support Teacher-Coach Partnerships*

- Provides an online platform where teachers can upload videos of classroom instruction and where teachers and coaches can input comments, feedback
- Features timestamp annotations on classroom instruction videos to facilitate evidence-based feedback and observations; observations can be annotated in real time while classes are being recorded or while the teacher/coach views a recording
- Offers membership with varying prices based on length of subscription and number of users:
  - ❑ 21-100 users, monthly membership - \$8 per user
  - ❑ 21-100 users, yearly membership - \$84 per user
  - ❑ 100+ users – inquire for membership costs

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## **Bright Morning Consulting**

*Education and Coaching Consulting Directed by Elena Aguilar and Grounded in Transformational Coaching*

- Provides coach training based on Aguilar’s “transformational coaching” approach designed to help coaches develop a teacher’s practice, teaching philosophy, and sense of self to improve student outcomes
- Hosts on- and off-campus workshops and events, including the *Essentials of the Art of Coaching Workshop*, a 2- to 3-day event focused on developing transformational coaching skills
- Provides customized consulting services, a coaching certificate program, and tailored professional development for further coach training and program assistance
- Offers services and resources that vary in price based on length and type:
  - ❑ *Essentials of the Art of Coaching* 2-day workshop – \$700 per person
  - ❑ *Essentials of the Art of Coaching* 3-day workshop – \$950 per person
  - ❑ *Art of Coaching Teams* 2-day workshop - \$750 per person

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## **Instructional Coaching Group**

*Coaching Organization Founded by Dr. Jim Knight for the Development of Effective Coaching Programs*

- Provides research-based training and resources to improve coach effectiveness and design successful coaching programs
- Hosts the *Intensive Instructional Coaching Institute*, a five-day workshop offered multiple times a year that focuses on developing knowledge and skills in essential domains of coaching, including adult learning, the use of video recordings to gather data, and communication skills
- Offers tailored onsite workshops provided by Knight and other certified coaches on various themes, including *Seven Success Factors for Coaching Programs* and *High Impact Instruction*
- Hosts events in various locations across the United States that vary in price:
  - ❑ *2018 Instructional Coaching Conference* - \$699 per person
  - ❑ *Intensive Instructional Coaching Institute* - \$1,550 per person

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## **Marzano Research**<sup>1</sup>

*Coach Professional Development Provider Founded by Dr. Robert Marzano*

- Offers research-based coach training and resources to improve classroom practice
- Hosts the *Coaching Classroom Instruction Workshop* to train coaches and administrators to help teachers improve their performance using Marzano’s Teacher Evaluation framework
- Provides downloadable resources, including tools, strategies, and books on coach professional development
- Offers services and resources that vary in price based on length and type:
  - ❑ *Instructional Coaching* 2-day workshop - \$509 per person
  - ❑ *Becoming a Reflective Teacher* 3 semester hour online course - \$505

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