



**EDGEWOOD
COLLEGE**

INSTRUCTIONAL COACHING LEVEL 2 *Credential Program*

A YEAR-LONG SUPPORTED LEARNING COMMUNITY: 2020 - 2021

EDGEWOOD COLLEGE PROFESSIONAL AND CONTINUING EDUCATION

Building from the success of the initial, Level 1, coaching credential program, Edgewood College is again providing an advanced credentialing program during the coming school year. The Level 2 program design is based upon the following objectives: program during the coming school year. The Level 2 program design is based upon the following objectives:

Participants will:

- Deepen their coaching identities and increase skillful coaching conversations to support teacher thinking and agency;
- Expand their facilitative repertoire in supporting school improvement processes, data analysis, team development, effective meetings, and cognitive conflict;
- Explore new supporting functions including mentoring new teachers, developing peer observations/coaching, and presentation skills;
- Reflect on their coaching strengths/areas for growth to develop a personalized learning plan for the year;
- Experience the ongoing support of a coaching cohort, problem-solving with colleagues, and consultation/coaching across the school year.

PROGRAM DESIGN

Meeting approximately every three weeks across the school year, these Saturday professional development sessions will provide a setting in which learning, practice and reflection are fostered. Between sessions, participants will be asked to apply role-specific strategies and skills in their school or district contexts.

The Saturday meetings (9:00 AM -2:00 PM) will include time to problem-solve around setting-specific issues, and participants will receive resources that support their deepening coaching practice.

NOTE: *The sessions are intended to be in face-to-face format. However, contingency plans are being developed for distance learning. This program will follow State of Wisconsin guidelines and Edgewood College practice regarding F2F or distance learning. After registration, participants will be kept up to date on related developments. During the program, adjustments to the schedule and class length might have to be made, but will be done collaboratively with cohort participants.*

INTENDED PARTICIPANTS

Current or aspiring instructional coaches at the school or district level including literacy or math coaches, positive behavior support coaches, peer coaches, program support teachers, and administrators integrating coaching into their support of teachers.

This Level 2 credential program is intended for those who have completed the Instructional Coach Credential through Edgewood or who have comparable background knowledge and skills. Please contact one of the instructors if you are unsure about the appropriateness of your participation in this advanced program.

REGISTER at Quick Enroll <http://pd.edgewood.edu> – Coach Program 2

1. SESSIONS 1-3 *Deepening one's COACHING IDENTITY & PRACTICES*

Building on previous learning and practice based upon the Coaching Cycle, participants will participate in activities that reground themselves in the theory of coaching, the beliefs of a coach, the micro-skills of coaching, and the different coaching conversations.

10/3/20: Re-grounding in the Foundations of Coaching

- The Identity of a Coach
- Constructivist Beliefs of a Coach
- Revisiting Coaching Propositions and Micro-skills
- The Planning Conversation in a Coaching Cycle
- Curriculum and Instructional Standards as the Basis for Calibrating Conversations

10/24/20: Completing the Coaching Cycle

- Data Collection Stemming from the Planning Conversation
- Possible Methods and Tools of Data Collection
- Revisiting the Reflective Conversation
- Providing Data as Feedback on Practice
- The Power of Mediatlional Questions

11/14/20: The Problem Resolving Conversation

- Revisiting the Concept of Holonomy
- Diagnosing Problems through the Lens of the States of Mind
- Emotional Intelligence in the Coach
- Coaching & Consulting: Adaptive Shifting of Stances
- Sticky Problems & Hard Conversations

2. SESSIONS 4-6 *COACH'S ROLE in Supporting Organizational Change, Team Development, Meeting Effectiveness, Data Analysis, & Cognitive Conflict*

12/5/20: Coach as Change Agent in an Improving School

- Principles of Organizational Improvement
- Systems Thinking and Change
- Team Development
- Facilitating Meetings
- Peer Observation and Coaching

1/9/21: Coach as Facilitator of Data Analysis

- Data as Catalyst for Reflection & Action
- Inquiry-based Walkthroughs & Instructional Rounds
- Peers Providing Data to Peers
- Revisiting Data Dialogue Concepts, Model, & Processes
- Developing Transformative Data Presentations & Processes

1/30/21: Coach as Supporter of Team Maturation

- Stages of Team Development
- Emotional Intelligence in Teamwork
- Engaging in Cognitive Conflict
- Conflict as an Equity Strategy Effective Teams

3. SESSIONS 7-9 COACH'S ROLE in Mentoring Teachers & Designing/Presenting Professional Development

Building on previous learning and practice based upon the Coaching Cycle, participants will participate in activities that reground themselves in the theory of coaching, the beliefs of a coach, the micro-skills of coaching, and the different coaching conversations.

2/20/21: Induction Systems & Mentoring of New Educators

- Mentoring & Coaching: Role Similarities & Differences
- The Distinctive Needs of a New Educator
- Teacher Induction Systems & Strategies

3/13/21: Designing & Presenting Professional Development

- Professional Development Models & Design Features
- Planning Professional Development Experiences
- Presentation Skills

4/10/21: Learning Together, Organizing & Integrating

- Presentations of Professional Development Experiences
- Putting it all together!
- Celebration & Closing

COHORT FACILITATORS/PRESENTERS: Kelly Jones and Ron Lott co-facilitate the sessions.

Kelly Jones and **Ron Lott** co-facilitate the sessions. Ron has over 15 years experience in designing professional development for coaches. He teaches a graduate course in teacher leadership at Edgewood College and believes that the practice of coaching offers the greatest potential for individual and organizational change.

Kelly Jones has been an active instructional coach in Madison WI for the past 13 years. In addition to engaging in coaching conversations with teachers, she designs professional development, facilitates team meetings & acts as data coordinator. Kelly is a National Board Certified Teacher with a Masters in ESL.

COMMENTS from STUDENTS in the Advanced Instructional Coaching Credential Program

- “ I have a better understanding of the multiple roles required of a coach and how each role involves some unique skills, but also have some commonalities, such as deep listening.”
- “ The topics discussed were very relevant to my everyday coaching. I also enjoyed being able to collaborate with the initial cohort, and continue to practice using the various coaching conversations.”
- “ This experience has changed how I interact with students and staff. I am a more effective listener and I'm able to ask questions that enable teachers to think about how their practices impact student learning.”
- “ I loved every single component! Being able to combine with the initial cohort was awesome!”
- “ This was a very well organized and informative class. I was worried about giving up my Saturdays but once I got there I learned so much and was glad I was there.”
- “ It was extremely engaging, the pace was great, the amount of work was perfect...”

COST AND CREDENTIAL

Cost: \$1,299 for the year-long series, plus an \$80 materials fee for a total of \$1,379. **Register before August 1** and receive the Early Discount - \$50 (\$1,329 total). Includes ongoing support, problem-solving, consultation/coaching across the school year, and, in March and April, a customized pathway of targeted sessions.

Credential: Upon successful completion of all the sessions, application of the strategies and skills, and reflective papers, participants will receive an Instructional Coaching Credential from Edgewood College indicative of instructional coaching expertise.

Edgewood College Graduate-Level Credits

Participants have the option of receiving three (3) Edgewood College graduate-level credits for each set of three Saturday sessions and related work, for a possible total of 9 credits. Participants can earn three, six or nine credits for an additional cost of \$195/credit (\$585 for 3 credits, \$1,755 for 9 credits). The credit or no credit decision can be made at any time during each 3-session block. Additional information will be available at the Saturday sessions.

QUESTIONS: Questions about sessions and content:
Ron Lott at rlott.thor@gmail.com or

Questions about credential and credits:
Email Laura at lkitoi@edgewood.edu

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All sessions will be held at Edgewood College Campus, 1000 Edgewood College Drive, Madison, WI 53711



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WWW.EDGEWOOD.EDU

We want to hear from you! For a personal consultation about the Educational Leadership license completion or Master of Arts in Education programs

Contact Joann Eastman at
608 . 663 . 3250