Capacity Building Through Coaching

Presenters:
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Agenda

1. Professional Development
2. Supply & Demand
3. What the Research Says
4. Describe the DT Coach's Role
5. Challenges of the Role:
6. Participant Dialogue

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Professional Development

The majority of teachers and principals want professional development; they want to improve their craft, be more effective, implement new skills, and see students learn more.

Image Source: Giphy.com

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Coaching Supply & Demand

Considerations:

- Funding Dedicated Roles
- Supporting Educator Capacity
- G-Suite Adoption
- Chromebooks Introduction
- Release Considerations
- Access to Coaches

Image Source: Giphy.com

Why Does Coaching Work?

- Facilitating the professional growth of teachers is a complex process; critical reflection, new knowledge and efficacy are required to promote such growth

- Research has documented the importance of building on teachers' existing professional knowledge and working collaboratively to support their self-directed professional growth (Stover, Kissel, Haag & Shoniker, 2011)

- Effective instructional technology professional development that has a direct influence on students' ability to use technology is: on-site, individualized and includes continuous support (Nelson & Webb, 2016; Sugar, 2015)

Digital Technology Coaches: Research says...

- Establishing the role and scope of practice for the digital technology coach is essential to ground meaningful relationships with teachers (Skues & Cunningham, 2013)

- The digital technology coach role is twofold: (1) support teachers' professional learning, and; (2) resolve issues with technology on-site (Sugar, 2015)

- Teachers who receive mentoring through coaching on technology improve in its use, are confident, and they can navigate some of the usage barriers (Kopcha, 2012)

Digital Technology Coaching: ‘The Long Haul’

- Getting teachers to the point of confident, competent usage is a process that can take coaches up to three years (Skues & Cunningham, 2013)
- Sustaining the effects of coaching after this dedicated time is a challenge; teachers need a supportive, collegial school environment to do so
- On-site technology leaders with specific training and time allocation might sustain the role of the technology facilitator providing leadership, support and professional development (Lewis, 2016)

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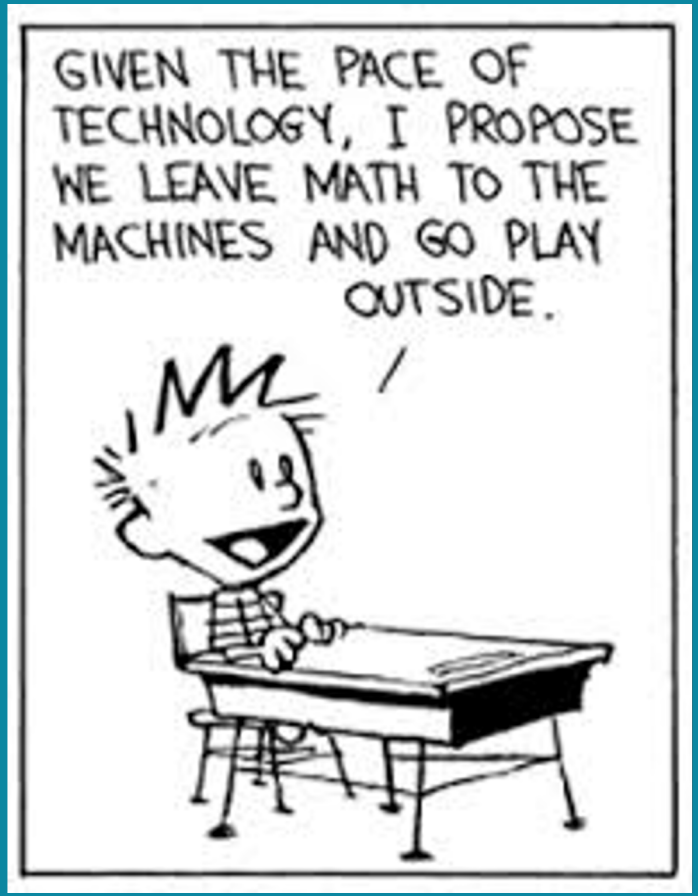

GIVEN THE PACE OF TECHNOLOGY, I PROPOSE WE LEAVE MATH TO THE MACHINES AND GO PLAY OUTSIDE.

Digital Learning Coach (Technology Coach) THE ROLE

*Coaching Skills

*Curriculum Skills

*Technology Knowledge

*Flexible and Open

*Communication : Including tech talk....our students are coming in with more digital experience than ever before

*Resilience

First Contact….

- Reaching out to Principals and schools.
- Seeing where coaching will be most valuable within the schools improvement plan.
- Identifying how educators and staff would like to work collaboratively.
- Making the CHOICE to engage in coaching!

School 2018
& Beyond
A Technology
Vision

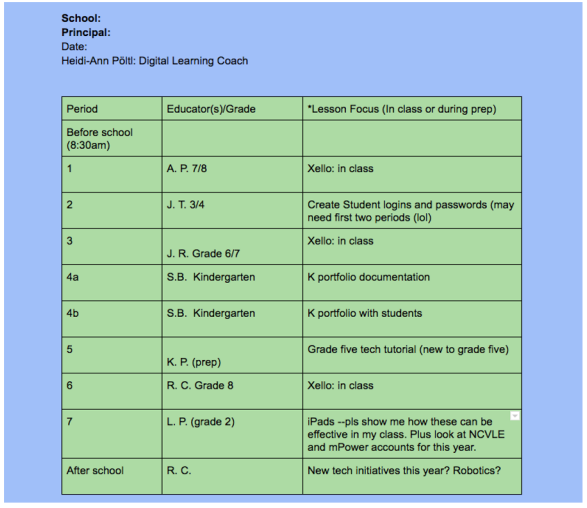
Heidi-Ann Pöltl
K-12 Digital Learning Coach

The Schedule

- One time visit
- Teacher reaches out and schedules visits
- Principal sets a consistent visitation schedule

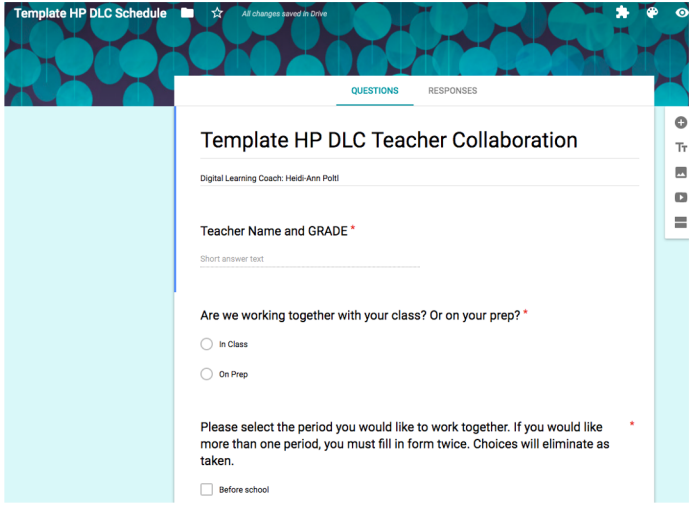
Scheduling Looks Like….

- **Google Doc Table:** Some prefer, some prefer privacy
- **Google Form:** Using Choice Eliminator
- **Email then transfer to Google Doc**



School:
Principal:
Date:
Heidi-Ann Pöltl: Digital Learning Coach

Period	Educator(s)/Grade	*Lesson Focus (In class or during prep)
Before school (8:30am)		
1	A. P. 7/8	Xello: in class
2	J. T. 3/4	Create Student logins and passwords (may need first two periods (lol)
3	J. R. Grade 6/7	Xello: in class
4a	S.B. Kindergarten	K portfolio documentation
4b	S.B. Kindergarten	K portfolio with students
5	K. P. (prep)	Grade five tech tutorial (new to grade five)
6	R. C. Grade 8	Xello: in class
7	L. P. (grade 2)	iPads --pls show me how these can be effective in my class. Plus look at NCVLE and mPower accounts for this year.
After school	R. C.	New tech initiatives this year? Robotics?



Template HP DLC Schedule

All changes saved in Drive

QUESTIONS RESPONSES

Template HP DLC Teacher Collaboration

Digital Learning Coach: Heidi-Ann Poltl

Teacher Name and GRADE *

Short answer text

Are we working together with your class? Or on your prep? *

In Class

On Prep

Please select the period you would like to work together. If you would like more than one period, you must fill in form twice. Choices will eliminate as taken. *

Before school

Meaningful Visits: Tracking

Tracking what has been accomplished with each person at every site.
-Teacher, ERT
-ECE, EA
-Librarian
-Secretary
-Custodial Staff
-Admin: Principal and Vice Principal

25 schools, staff = 8 people to 32 people...as a coach you could be tracking upwards of 400 people.

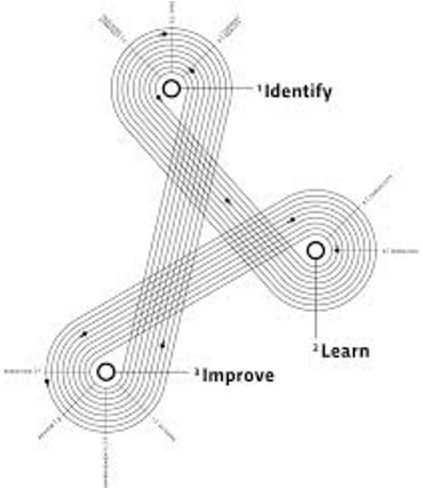
Tracking Spreadsheet or Doc

The Impact Cycle

Jim Knight: What Instructional Coaches Should Do to Foster Powerful Improvements in Teaching

"....emphasis on effective partnerships with shared responsibility and ownership, combined with a goal-oriented coaching cycle, results in lasting and meaningful changes for teachers and students....."

Dr. Jadi Miller, Director of Curriculum. Lincoln Public Schools



Identify- teacher and coach choose goals

Learn- collaboration and modeling of technology/techniques

Improve- revisit goals, make modifications

Three Approaches to Coaching

Pg. 10 The Impact Cycle, J. Knight

Facilitative

Teacher- Sounding Board

*Teacher who feels they know what they need.
*Teacher has prior knowledge and wants to expand successfully.
*Teacher tells coach what they want to do.

*Conversation

Directive

Master-Apprentice

*Teachers who feel they are "new" to technology and find they need help identifying their direction.
*Teacher relies on coach to tell them what to do.

*Conversation

Dialogical

Partnership

*Teacher and coach work together to improve understanding.

*Learning occurs together.

*Dialogue: meeting of minds

Work in Progress

Curriculum

*Relevance for teacher, student, progression.

*Repeatable

*Build upon for future.

Working Consistently

*Focus planning with teacher.

*Importance of tracking.

*Importance of frequency.

Feedback & Reflection

*Teacher with Coach

*Student with Coach

*Teacher with teaching partners

*Teacher with student

Challenges

Open the door!

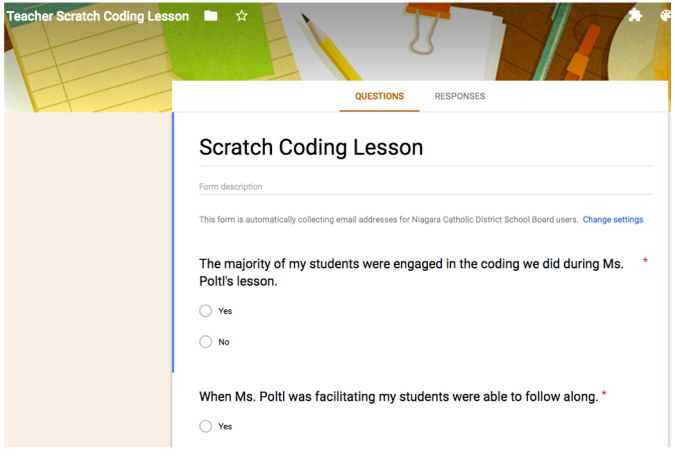
Teacher is technologically strong, already.
(No help required)

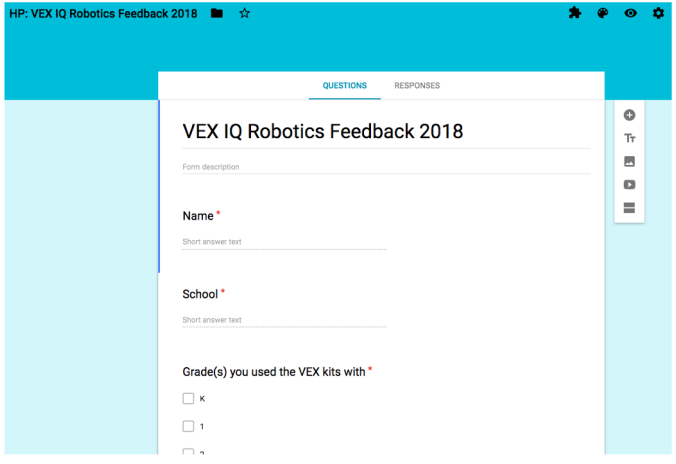
So many teachers, so little time!

Feedback

Thanks so very much for the intro to Microbits today. The kids were really excited about their learning. I was very impressed with the level of perseverance and focus each one of them demonstrated, regardless of their learning styles or needs! It amazes me how strongly their brains are stimulated by the immediate technological feedback - regardless of whether or not it is positive or negative (in terms of whether or not their coding strings were correct). Would love to continue these sessions if you are available!

Teacher: F.C. Grade 3 Class (April 3, 2019)





TIPS to Share

- Most people want to know how to use technology, especially how to use their phones. *TIP: I have an iphone...learn about other phones!

- Teachers are amazing people! PEOPLE...who want to feel appreciated. It is the teacher that creates the awesomely engaging lesson that takes their students to the next level, not the technology.

- The technology is just another tool! (an expensive tool which many of us wish we had more of and a variety of. Really cool tools).

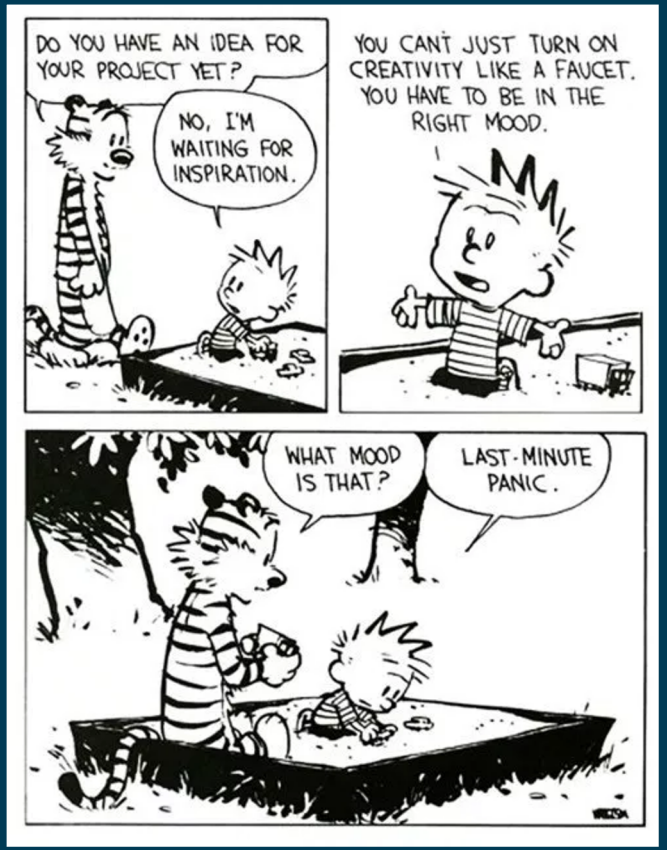
- Students love to see the “coding teacher/robot lady”. Apparently coaches are elevated to super hero status, the pressure is on to make sure we provide CURRICULUM based, technology infused learning that their teacher can continue with!

- If it is not working
    - unplug and then plug back in (works 80% of the time)
    - Follow the “yellow brick road” of cords, something is loose, not plugged in or needs charging (5% of the time)
    - It is the WiFi...look up at the hub and sigh (the last 5% of the time)

Let's Dialogue

Please share your experiences and expertise!

THANK YOU!


DO YOU HAVE AN IDEA FOR YOUR PROJECT YET?
NO, I'M WAITING FOR INSPIRATION.
YOU CAN'T JUST TURN ON CREATIVITY LIKE A FAUCET. YOU HAVE TO BE IN THE RIGHT MOOD.
WHAT MOOD IS THAT?
LAST-MINUTE PANIC.

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CREDITS

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