Student-Centered Coaching

What’s Inside

• How coaching efforts can directly impact student achievement
• 7 core practices that take coaching deeper into the standards
• Professional learning options that support implementation and growth

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Student-Centered Coaching

Student-Centered Coaching is grounded in a simple but powerful premise: school-based coaching can be designed to directly impact student learning. When the focus is shifted from “fixing” teachers to collaborating with them in designing instruction that targets student achievement, coaching becomes both more respectful and more results-based. This coaching approach closes the gap between what the students know and what they need to know.

Who is Student-Centered Coaching for?

- **School and District Leaders**
  - Learn essential practices for leading a coaching effort
  - Gain strategies for providing feedback to a coach
  - Learn how to evaluate coaching, and ensure coaching efforts achieve desired outcomes.

- **Instructional Coaches and Specialists**
  - Learn to implement the core practices of Student-Centered Coaching
  - Focus on coaching practice, coaching labs, and opportunities for discussion, reflection, and problem solving.

- **Teacher Leaders**
  - Learn how to support staff professional development
  - Become a learning lab host teacher, or gain strategies for facilitating PLCs, PD, and other teacher collaboration.
What is the impact of Student-Centered Coaching?

The Student-Centered Coaching model delivers measurable growth across three domains: student outcomes, teacher effectiveness, and coaching success.

**Student Outcomes**
Because the Student-Centered Coaching model starts with standards-based learning goals, educators can measure the impact of coaching on student proficiency through pre- and post-assessments. Our results show significant growth in student proficiency over the course of a single coaching cycle.

**Teacher effectiveness**
When coaching practice focuses on student outcomes rather than teacher practice, teachers feel safe to take risks and try new strategies. The Student-Centered Coaching model is proven to increase teachers’ use of best practices in various aspects of classroom life.

**Coaches’ success**
Coaches who use Student-Centered Coaching practices are able to focus their coaching efforts on the actions that improve teacher and student results the most: goal setting, collaborative planning, collecting and analyzing student work, and co-teaching.

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**STUDENT GROWTH ACROSS THE COACHING CYCLE**

| Proficiency at beginning of coaching cycle | 5% |
| Proficiency at end of coaching cycle     | 73% |

**INSTRUCTIONAL PRACTICES IMPLEMENTED**

<table>
<thead>
<tr>
<th>Practice</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Using formative assessments to plan instruction</td>
<td>76%</td>
</tr>
<tr>
<td>Differentiating instruction</td>
<td>66%</td>
</tr>
<tr>
<td>Modeling for students</td>
<td>65%</td>
</tr>
<tr>
<td>Delivering focused lessons</td>
<td>55%</td>
</tr>
<tr>
<td>Conferring with students</td>
<td>52%</td>
</tr>
<tr>
<td>Student self-assessment</td>
<td>35%</td>
</tr>
<tr>
<td>Structures for student discourse</td>
<td>34%</td>
</tr>
<tr>
<td>Integrating technology</td>
<td>33%</td>
</tr>
<tr>
<td>Open-ended problem solving</td>
<td>26%</td>
</tr>
</tbody>
</table>

**COACHING PRACTICES USED**

<table>
<thead>
<tr>
<th>Practice</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan collaboratively with teachers</td>
<td>92%</td>
</tr>
<tr>
<td>Analyze student work</td>
<td>90%</td>
</tr>
<tr>
<td>Collect student evidence during the class period</td>
<td>86%</td>
</tr>
<tr>
<td>Collaborate to set goals</td>
<td>83%</td>
</tr>
<tr>
<td>Co-teach</td>
<td>83%</td>
</tr>
<tr>
<td>Create learning targets</td>
<td>72%</td>
</tr>
</tbody>
</table>

Data collected by KickUp, an independent K12 evaluation firm, from 87 coaches working with teachers from various content areas in years 2 and 3 of implementation of Student-Centered Coaching practices.

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What is Student-Centered Coaching based on?

The core practices of Student-Centered Coaching bring clarity to the role of coaches and the daily work of coaching. These core practices have been refined through countless hours of implementing Student-Centered Coaching in a variety of schools and districts.

7 Core Practices for Student-Centered Coaching

1. Utilize coaching cycles
2. Set standards-based goals
3. Unpack the goal into learning targets
4. Co-plan with student evidence
5. Co-teach using effective instructional practices
6. Measure the impact on student and teacher learning
7. Partner with the school leader

The Research

The core practices are built on a solid research base. The following effect sizes from the Visible Learning research align with the process used for Student-Centered Coaching:

- Teacher Clarity: $d = 0.75$
- Collective Efficacy: $d = 1.57$
- Formative Evaluation: $d = 0.90$
- Feedback: $d = 0.70$
Standard-based goals are designed to move student learning forward and are designed for students. Growth cannot be measured without these goals.

Learning targets are a breakdown of the goal. They provide a vision and criteria for what students will need to know and do to meet the goal.

Establish the baseline student proficiency level through a quick formative assessment.

Measure student progress toward learning targets and determine next instructional steps.

Co-plan with your teachers to ensure a smooth co-teaching process. This step will be tailored along the way.
What are the structures of support for Student-Centered Coaching?

**Foundation Days**
This two-day workshop for coaches, principals, and district leaders lays out the theory and practical how-to’s of a coaching model that shifts the goal of coaching from “fixing” teachers to collaborating with them to drive student achievement.

**Digging Deeper Workshop**
This two-day session digs deeper into the day-to-day practices for Student-Centered Coaching. Challenges such as developing a culture for coaching and encouraging teacher participation will be addressed. Principals and district leaders are recommended to attend the first day of this session.

**Coaching Labs**
Coaching labs provide an opportunity for a small group of coaches to observe and reflect on coaching in action and learn from one another’s practice. Participants observe a coach who acts as a lab host within the schools. Coaching labs allow school leaders, district leaders, and coaches to further analyze, strategize, and study methods for Student-Centered Coaching.

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**SURFACE**
- Understand the beliefs and philosophy of Student-Centered Coaching
- Learn the 7 core practices
- Explore strategies for launching and managing coaching cycles
- Learn to use the Results-Based Coaching Tool to document the impact of coaching cycles

**DEEP**
- Understand how school culture impacts the coaching program, and develop strategies to address challenges
- Practice setting goals that are student-centered, driven by the teacher, and measurable
- Practice using strategies for rigorous and respectful discourse within coaching conversations

**TRANSFER**
- Learn how to navigate the nuances that are common to coaching
- Understand how to use the 7 core practices with intentionality
- Create a shared vision through coaching labs
- Unpack challenges that coaches are facing in their day-to-day work with teachers within coaching conversations
What does a sample training sequence look like?

SESSION 1 | Foundation Days

Day 1 for Principals, District Leaders, and Coaches
- What is Student-Centered Coaching?
- Core Practices for Student-Centered Coaching
- Creating a Culture for Student-Centered Coaching

Day 2 for Coaches
- Launching and Managing Coaching Cycles
- Reflective Dialogue Within Coaching Cycles
- Planning and Next Steps

SESSION 2 | Digging Deeper into Core Practices

Day 1 for Principals, District Leaders, and Coaches
- School Culture and Coaching
- Setting Expectations for Participation in Coaching

Day 2 for Coaches
- Digging Deeper into the Core Practices for Student-Centered Coaching
- Increasing Your Coaching Footprint
- Planning and Next Steps

SESSION 3 | Workshop + Fieldwork Through Coaching Labs

Day 1 for Principals, District Leaders, and Coaches
- Morning Workshop
- Afternoon Coaching Lab

Day 2 for Coaches
- Morning Workshop
- Afternoon Coaching Lab

SESSION 4 | Workshop + Fieldwork Through Coaching Labs

Day 1 for Principals, District Leaders, and Coaches
- Morning Workshop
- Afternoon Coaching Lab

Day 2 for Coaches
- Morning Workshop
- Afternoon Coaching Lab
Why Choose Student-Centered Coaching?

1. Create a positive coaching culture where coaches are partners with teachers in raising student achievement.

2. Organize coaching practice into data-driven, standards-based coaching cycles with the Results-Based Coaching Tool, which allows you to document the impact of coaching efforts on student and teacher learning.

3. Go deep into implementation through coaching labs that help coaches practice and apply new skills.

About the Thought Leader

Diane Sweeney is a respected voice in the field of instructional coaching. While teaching and coaching in the Denver Public Schools, Diane grew interested in how her coaching could more directly impact student learning. As a result, she has authored Student-Centered Coaching (Corwin, 2011), Student-Centered Coaching at the Secondary Level (Corwin, 2013), Student-Centered Coaching: The Moves (Corwin, 2017), and Leading Student-Centered Coaching (Corwin, 2018). This developing body of work has influenced countless coaches, teachers, and leaders to get more from their coaching efforts.