

# Demonstrate Conduct Coaching

Coaching allows teaching teams to refine their skill and confidence in delivering effective teaching. When teachers receive meaningful feedback on their teaching technique and practice, they can increase student engagement and improve behaviour and student achievement. Coaching involves observing and assessing student engagement levels and effective teaching practice during lessons. Then, instruction coaches provide constructive feedback on the aspects of teacher techniques and practice that will have the greatest impact on student results.



## Procedure

### The principal:

- **Spends five minutes in every classroom** observing each teacher and teaching assistant deliver the lesson.

### The instruction coach:

- **Observes teachers or teaching assistants** who are new to effective teaching or teaching a new program, subject or level.
- **Demonstrates** a technique or practice being done incorrectly while the lesson is underway so the teacher or teaching assistant can see how it is performed with mastery.
- **Acknowledges** what the teacher or teaching assistant has mastered, what anomalies the student data indicates, and how the techniques and data impact student learning.
- **Completes** the Teacher and Student Engagement Observation Form.
- **Spends 20 minutes in each classroom** observing the lesson and completing the Technical Observation Form.
- **Provides on-the-spot feedback** to correct technical issues impeding instruction that are easily corrected.
- **Holds a coaching session** with the teacher or teaching assistant, and provides feedback using data.
- **Reviews improvement actions** the teacher or teaching assistant need to complete before the next feedback session.

## Remember

When drafting and providing feedback, it is important to provide specific feedback on what the teacher has demonstrated to mastery as well as areas for improvement.

## Ways to Master the Technique

- Let teachers and teacher assistants know when you will be coming to observe so they can be ready and you can collect any prerequisite information beforehand.
- When providing feedback, use the Weekly Classroom Data Review Report, Techniques Observation Feedback Report, Practices Observation Feedback Report, and Teacher and Student Engagement Observation Feedback Report.
- Create a schedule so that you have enough time to observe for 20 minutes as well as review data and draft feedback after the observation.
- When drafting feedback, focus on the behaviours and practices that, when corrected, will have the greatest impact on student achievement.

## Further Information

For more information about conducting coaching, complete the Practice Conduct Coaching module. Read about the technique in Cycle 2: Classroom Coaching of the 8 Cycles of School Practice guide.