

Assignment for Credit
Coaches Academy VI
Days 1 & 2
Melissa Anderson
melissa.anderson@uvse.org

Reflections on New Learning

The first concept that I felt was thought-provoking was the idea of the Continuum of Coaching Interactions. As I am brand-new to this job and the position has changed this year, I think these interactions are important for me to understand. When beginning this position, as a Special Education Coordinator, I saw myself as a facilitator, consultant, and, at times, a collaborator. In all actuality, I need to work my way towards helping our staff reflect. It is important that we allow our staff to grow and learn new things and strategies and what we have tried to do since attending the first two days of the Instructional Coaches Academy is already change our staff evaluation process. Though it is a work in progress and it will be for this first year, it is structured around the individual teachers providing us artifacts to show that they are, for lack of better terminology, meeting our standards. This new process will allow staff to reflect and help us facilitate reflection on their current practices. When looking at the continuum it is clear that our focus should be on non-judgmental support for planning, instruction, assessment, reflection, and problem-solving. It is very helpful to understand this and allow this to guide our redirection in my first year of this position.

The second concept or strategy that I felt will be highly effective for me to adopt is the idea of a Partnership Agreement. In my position, I am working with a number of different schools which, in turn, means a number of different administration teams. These partnership agreements will allow me to see how principals and superintendents view my role and allow me to share my ideas of what my role is in their schools. I would like to tie in the idea of low vs. high impact of instructional coaches' work. It important for each school and I to have a conversation about our common goal and how best to attain it. I thought it was interesting to see how much of what I started my job doing was really, when you think about it, low-impact work. It is my personal goal to move my coaching into a role where the majority of my time is spent on high impact work that will not only serve our students better, but make our teachers lifelong learners and grow in their profession.

Next Steps Planning

The communication tool that I created was a Staff Survey on Google Forms. Our Special Education Unit has recently adopted Google for Education. The purpose of this survey was to get a better understanding of what the individual teachers see as their strengths and expertise, and how they view a position like a Special Education Coordinator. It was also a way to get them thinking about what they would like to learn from others and if they would be willing to model their ways of teaching for others. (See attached document)