

## COACHING MODEL OF SUPERVISION

The two main changes with the coaching model of supervision are:

1. Much more responsibility is put on the intern for their own growth and development
2. The role of partnership teacher switches from evaluator to supporting intern's development (coach). (The balance between evaluator and coach is going to vary with the individual interns).

## STEPS IN USING THE COACHING FORM

1. Intern does a self-evaluation using the Goldenrod form – after they've taught two or three lessons. Intern and partnership teacher discuss self-evaluation.
2. From self-evaluation, intern and partnership teacher complete first coaching from identifying target areas for growth and specific strategies. The focus is on the intern to take initiative for this procedure.
3. Once focus areas for growth and strategies have been identified then intern talks with partnership teacher about types of data that would be helpful for partnership teacher to gather e.g. if the focus is on developing questioning, then number of questions asked, types of questions, which students are called on etc. Partnership teacher presents data to intern.
4. At the end of the week, intern and partnership teacher return to the coaching from to talk about whether the focus area has been accomplished. This conversation provides the basis either for continuing with the same coaching plan or if focus accomplished, starting a new coaching plan.
5. Further areas for focus can be identified from the initial self-evaluation and or ongoing self evaluation of current teaching performance.
6. Mid-way, intern completes a second self-evaluation using the Goldenrod form. Partnership teacher also completes a Goldenrod form. And so the process continues.

In addition to the coaching plan, I am asking partnership teacher to complete an Overall Evaluation of intern's performance form once every two weeks and to continue with this as long as needed.

Hope some of this might be helpful. Good Luck!!!