**Types of  
Coach-Teacher Conversations**



Coaching can be tailored to meet specific needs based on the individuals being coached and the situation. A coach’s work can be differentiated by choosing questions that best fit the intended outcome.

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| **Question Type** | **Intended Purpose & Outcome** |
| Reflecting | *Realization* |
| Facilitating | *Clarifying goals* |
| Coaching | *Teacher growth* |

\*See next pager for specific examples.

Adapted from

Marzano, R. J., & Simms, J. A. (2013). *Coaching classroom instruction*. Bloomington, IN: Marzano Research Laboratory.

Sweeney, D., & Harris, L. S. (2017). *Student-centered coaching: The moves.* Thousand Oaks, CA: Corwin.

**Reflecting Conversations**

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| **Purpose & Outcome**  To guide a teacher in identification and **realization** to address what is and what needs to be.  **Looks Like:**   * Paraphrasing by the coach * Active listening * Teacher is able to express authentic thoughts | **Reflecting Conversation Question Stems:**  So, what I understand you to say is …  What have you tried so far?  What I hear you saying is … Am I missing anything?  In other words …  Can you tell me a bit more about …?  So you think … needs to be done. Correct?  I’m hearing many things …, but is your main concern …?  As I listen to you, I’m hearing … Is there anything else you feel I should know?  It would help me understand if you’d give me an example of … |

**Facilitating Conversations**

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| **Purpose & Outcome**  Facilitate a conversation about **goals** in which the teacher sets appropriate goals for growth.  **Looks Like:**   * Clarifying questions are used by the coach * Questions that clear up misconceptions, reveal errors, or sharpen focus | **Facilitating Conversation Question Stems:**  I’m interested in … Could you tell me more specifically about…?  I wonder about … Could you explain …?  What changes could be made to solve ...?  What would happen if ...?  What sort of effect do you think … would have?  What can be done to minimize/maximize ...?  What would you recommend …?  How would you prioritize ...?  How might this look different ...?  What other ways do you plan to ...?  What would happen if ...?  What might be an alternative ...?  What changes would you make to more easily reach your goal? |

**Coaching Conversations**

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| **Purpose & Outcome**  To guide understanding regarding progress or lack of progress in the use of specific elements for teacher **growth**.  **Looks Like:**   * Coach suggests specific strategies to use * Identifies changes that need to be made by the teacher | **Coaching conversation question stems:**  What do you see as your specific next step to …?  What do you see as an obstacle …? What’s a different approach?  You felt this part was successful. What could be added or changed to be even more successful?  Have you tried …? Many teachers find it helpful when they …  Would you be willing to try…? (specific strategy)  What seems doable and important to you for growth?  What piece is missing that prevented success?  Would you like to hear a couple ideas that others found helpful?  You have been using this strategy … You don’t seem pleased with the results so what else might you try in order to be more successful? May I suggest something? |