

School-Based Implementation Coaching



Overview

School-Based Implementation Coaching (SBIC) is a non-evaluative method of professional learning that supports an educator in applying new learning to their unique context. SBIC can take many forms, but requires a collaborative relationship between at least two professionals; the coach and the person(s) being coached.

Benefits of Coaching

- ★ Promotes the application of learning
- ★ Promotes reflection

- ★ Provides motivation
 - ★ Develops skills
- (Aguilar, 2013)

Coaches

- ✓ Facilitate reflection on data
- ✓ Provide positive feedback
- ✓ Gather evidence of growth
- ✓ Establish collaborative relationships
- ✓ Model examples of content and practice

Coach-Teacher Conversations

Reflecting

How do you know what you have implemented is impacting student learning?

Coaching

What do you see as opportunities for growth?

Facilitating

You mentioned that implementing three times a week has made your students strong self-assessors. What are your next steps?

Effective implementation of new skills is more probable when training and coaching are combined.

Adding Peer Coaching Increases Implementation

10%

Workshop/
Training

13%

Workshop/
Training +
Modeling

16%

Workshop/
Training,
Modeling,
+ Practice

19%

Workshop/
Training,
Modeling,
Practice,
+ Feedback

95%

Workshop/
Training,
Modeling, Practice,
Feedback,
+ Peer Coaching

(Joyce & Showers, 2002)