

# Instructional Coaches 2019-2020 Board Update



June 16, 2020

BOE Meeting



# District 34 Staffing Supports

## Instructional Coaches (2 FTE)

- Target: PreK-8
- Started in 2008
- Funding Source: Local Funds

## Integration Technology Specialists (2 FTE)

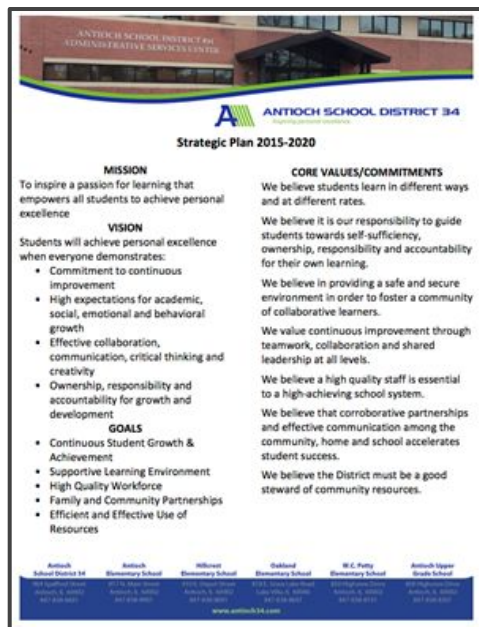
- Target: PreK-8  
Technology Integration
- Started in 2018
- Funding Source: Local Funds

## TOSA (1 FTE)

- Target: Writing in the Middle School
- Started in 2019
- 2019-2020 Funding Source: Federal ESSA Title Grant

# Goal

Support Teachers in Instructional Practices and Curricular Implementation to enhance Student Learning and Growth



## Teaching and Learning

*Inspiring a Passion for Personal Excellence*  
**Strategic Plan 2019-2020**

### MISSION

To inspire a passion for learning that empowers all students to achieve **personal excellence**.

### VISION

Students will achieve **personal excellence** when everyone demonstrates:

- Commitment to continuous improvement
- High expectations for academic, social, emotional and behavioral growth
- Effective collaboration, communication, critical thinking and creativity
- Ownership, responsibility and accountability for growth and development

### CORE VALUES/COMMITMENTS

We believe students learn in **different ways** and at **different rates**.

We believe it is our responsibility to guide students towards **self-sufficiency, ownership, responsibility and accountability for their own learning**.

We believe in providing a **safe and secure environment** in order to foster a community of collaborative learners.

We value **continuous improvement through teamwork, collaboration and shared leadership** at all levels.

We believe a **high-quality staff** is essential to a high-achieving school system.

We believe that **corroborative partnerships and effective communication** among the community, home and school accelerates student success.

We believe the District must be a **good steward** of community resources.

### SMART GOALS

**Goal 1:** By Spring of 2020, an English Language Arts pilot will be completed with the goal of a recommendation for a new ELA curricular tool for 2020-2021.

**Goal 2:** By Spring 2020, the Physical Education Department will conduct a curriculum review, create scope and sequence documents, and prepare for implementation in 2020-2021.

**Goal 3:** By Spring 2020, Antioch Upper Grade School Encore Classes will create scope and sequence documents for current offerings in preparation for a curriculum review in the 2020-2021 school year.

**Goal 4:** By Spring 2020, improvements within the area of Social/Emotional/Behavior will be made in alignment with the District Multi-Tiered System of Supports Framework.

**Teaching and Learning**

**Teaching and Learning**

# Instructional Coaches!

Focus for this Presentation



Debbie Lenz & Karen Nuxoll



## **2 Instructional Coaches**

One professional development resource

## **2,600ish Students**

That is a lot of little learners

## **300ish Staff Members**

That is a lot of big learners



## Comprehensive District Focus

*Based on the district's greatest area of need(s)*

- Curriculum Review Cycle and Pilots
- Scope and Sequence Development
- Curriculum Committee Work
- New Curriculum Implementation
- District Program Changes
- Teacher Professional Development (book studies, webinars, onsite)
- Team Meetings
- Coaching Model (pre and post conferences, modeled lessons, and co-taught lessons)
- Bridge Classroom Instruction and Technology
- Facilitate Lesson Visits
- Support Building Professional Development
- Collaborate with District Support Staff
- Support Instructional Collaborative Opportunities
- Parent Universities
- New Teacher Support
- Team Teaching
- Student Groups
- Learning Walks
- Partnerships with Companies and Regional Office of Education
- Modeled Lessons that Align with Best Practices in the K-5 buildings



## Hybrid Coaching Model - 10 Roles of a Coach

1. **DATA COACH:** Analyze and use data in the classroom with teachers.
2. **RESOURCE PROVIDER:** Provide teachers with resources to improve student learning.
3. **MENTOR:** Provide support for new teachers, teachers in a new environment, and social/emotional support.
4. **CURRICULUM SPECIALIST:** Continuously seek opportunities to increase expertise with the district curriculum, based on a solid theoretical framework and alignment to the standards.
5. **INSTRUCTIONAL SPECIALIST:** Support teachers in designing and adapting instruction to meet the needs of students.
6. **CLASSROOM SUPPORTER:** Model effective teaching, co-teaching, and be an observer which requires planning, reflection, and debriefing.
7. **LEARNING FACILITATOR:** Responsible for facilitating learning in both informal and formal situations.
8. **SCHOOL LEADER:** Serve as a bridge between teachers and administration to build a healthy school culture.
9. **A CATALYST FOR CHANGE:** Identifying opportunities and advocating for continuous improvement.
10. **LEARNER:** A coach is always learning how to best meet student needs and identify future opportunities.

# **Instructional Coach as a *Mentor, Resource Provider, & Learning Facilitator***

## **New Teacher Training Opportunities - attendees at all the below**

- F & P Benchmarking - August 26, 2019
- EL Education Program - August 29, 2019
- Eureka Math - September 3, 2019
- Center for the Collaborative Classroom - September 19, 2019 - September 23, 2019
- ST Math - September 23, 2019
- Standards Based Reporting - October 9, 2019
- Guided Math - December 10, 2020

## **ELA Pilot Programs**

- K-8 ELA Liaison

## **Accelerated and Enriched Math Meetings**

- Partner with Lake County ROE (explore differentiated instructional strategies and new content knowledge)

## **Amplify Science**

- Year 1 Implementation

## **Social Science**

- Unit Writing



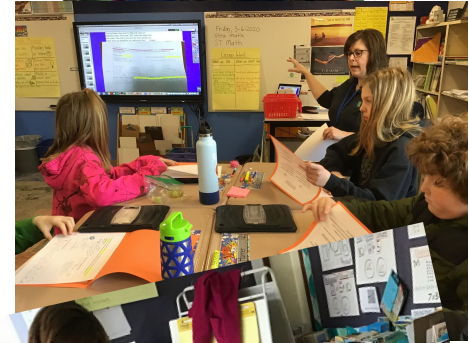
# Instructional Coach as a *Classroom Supporter, Instructional Specialist, Data Coach and Curriculum Specialist*

**Co-Teaching and Modeling Lessons are an ongoing instructional coach role.**

- HMH into Reading and Pearson (Savvas)myView pilots
- F & P Benchmarking
- Social Science unit lessons
- ST Math
- Guided Math
- Math lessons

**Total number of**  
co-taught/modelled  
lessons from August 26 -  
March 13

**139 = formal  
occurrences**



# Instructional Coach as a *Learning Facilitator, Learner, and Catalyst for Change*

## Providing professional development for both Staff and Administration is another role of the instructional coach

- Numerous hours spent in preparation reading professional journals & books, attending book clubs & workshops, participating in online forums & professional organization affiliation and attending relevant workshops
  - Providing leading edge curricular information and research
- Responsive to district data to support learning

**Total number of occurrences (2019-2020)**  
facilitating, attending, & supporting PD and committee meetings


**249 = formal occurrences**



# Instructional Coach as a *School/District Leader*

## Instructional Coaches are School/District Leaders

- Monthly Principal/Assistant Principal Meetings
- Teaching & Learning Leadership Meetings
- Director/Coordinator Meetings
- District/Building/Teacher Level Data Analysis
- Supporter of School and District Initiatives
- Building/Team/Teacher Support



**Total number of occurrences  
in (2019-2020) attending,  
facilitating, supporting staff  
and admin as a  
school/district leader**

**316 = formal occurrences**



# Networking

## Bringing new practices to D34 and sharing D34's story

- **Regional Office of Education**

- ▷ Shay McCorkle - Social Science
- ▷ Lauren Lipsey - Math, Science, and Technology
- ▷ Nicole Stroup - ELA and Technology

- **Local Coaching Networks**

- ▷ Lake County-Coaches meet 3-4 times a year
- ▷ Chicagoland Area

- **Professional Organizations**

- ▷ (ASCD, NCTM, NSTA, ILA, IRA, NEA, AEEA, ESSA annual conference)

- **Professional Readings**

- ▷ Scholarly magazines, professional books for teachers, school-based book study, teaching and learning book studies, and outside professional book clubs



## D34 Instructional Coaches

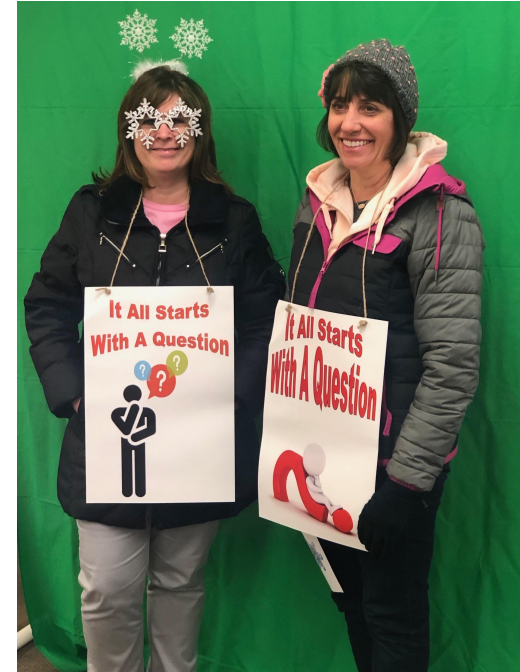
### Karen Nuxoll & Debbie Lenz

You have to have fun!

#### ***Together the Coaches Have Supported the Following Staff***

**Members:** Math, social science, ELA, science, music, social workers, speech and language specialists, paraprofessionals, PE teachers, SPED (resource, LOP, SLP), PLTW, EL teachers, gifted, tech specialists, art teachers, library specialists, secretaries, administrators, superintendents, and Teaching and Learning

***District Committees - Facilitated/Supported:*** Math (K-8), ELA (K-8), science (K-8), social science (K-8), standards-based report cards (K-5), grading (6-8), enriched/accelerated math (K-8), Building Leadership Team (BLT), reading/math family nights, curriculum adoption (K-8), math competitions, social, wellness, MTSS, district professional development, and educational technology



# Unusual Times Calls for Continued and New Roles for Instructional Coaches

## What does an instructional coach do during remote learning...a lot!

- Identified and provided a district document of resources for remote learning
- Created remote learning financial literacy units for 1st-5th
- Continued the social science committee work for K-5 that should have been taking place the last third of the year
- Continued to meet with teachers and provide support (at all times of the day, 7 days a week, even during spring break)
- Sought professional development for online learning and additional resources to support staff
- Supported K-5 ELA pilot training
- Provided T & L support for revisions to the assessment calendar
- Researched T & L requested topics, sought resources and support beyond the district
- Facilitated collaborative teamwork to support teams in creating and utilizing resources
- 20/21 PD planning and goal setting
- Explored how to align curriculum to adjusted ISBE recommended timeframes
- Met with Chicagoland coaches to brainstorm and explore remote learning possibilities
- Advocated for teacher needs during remote learning
- Continued class support and collaboration through remote meetings with students and families
- Worked with ROE to identify resources and support needs
- Facilitated PD opportunities during Wed. early release time
- Worked with curricular companies to troubleshoot technology issues



# Challenges

*Specific building/teacher investment can be limiting...*

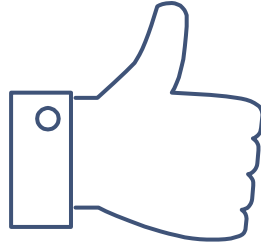
- **2 Instructional Coaches for 5 Buildings and 250+ Staff Members**
- **District vs Building Initiatives - Centralized vs. Decentralized**
- **Multiple Layers of Coaching Opportunities: Classroom Management vs. Content Knowledge vs. Instructional Strategies**
- **Time for Student Learning Teams, Data and Curriculum Conversations**



## Next Steps 2020-2021

- Curricular Tool Implementation
- Curriculum and Committee Work
- Modeling and Coaching
- District, Teacher and Student Needs





# THANK YOU!

Any questions?