Bernards Township School District
Instructional Coaching

Board of Education Presentation
November 14, 2022

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“The Instructional Coaching program is one of the greatest assets to the district. I have watched them mentor both new and experienced teachers through the teaching process. Always willing to collaborate, the coaches strive for innovation and implement best practices in the elementary and secondary classrooms.”

Meet our Coaches

Vicki Daglian

Elementary
Instructional Coach

Chiara Kupiec

Secondary
Instructional Coach

Jen Kaltenbach

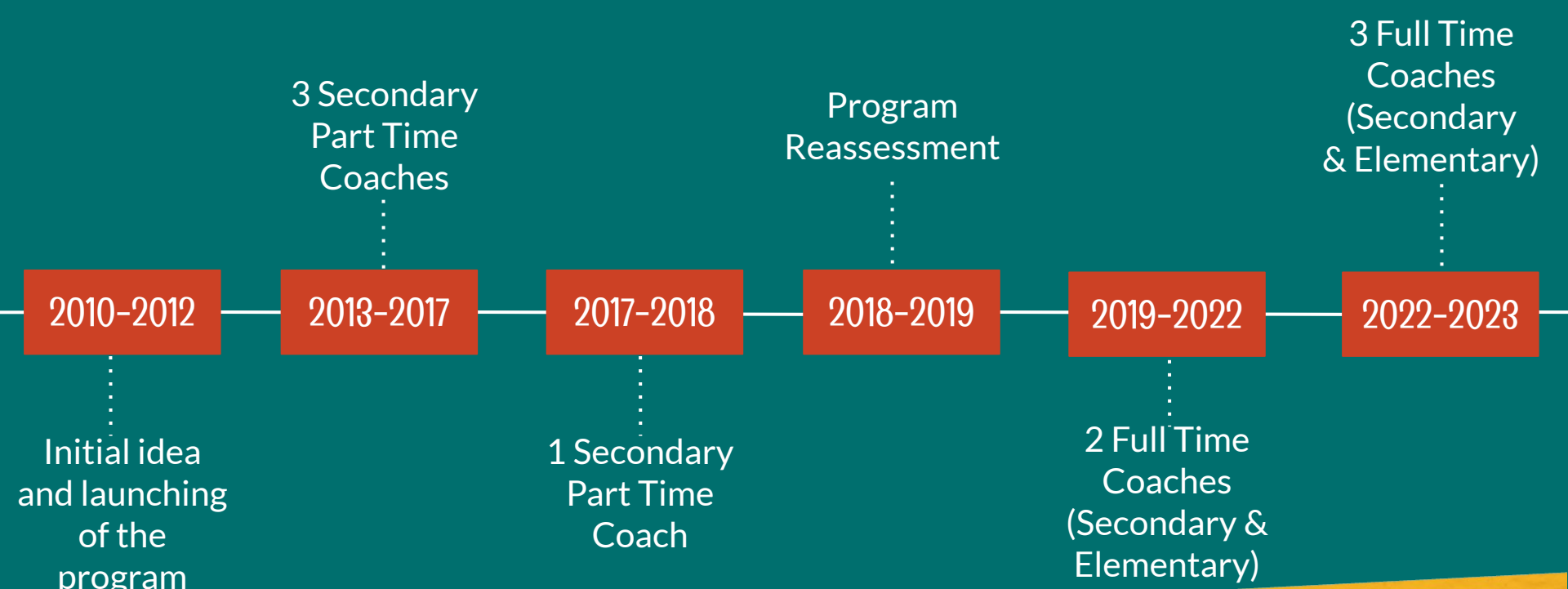
Secondary
Instructional Coach

“The thing that I love most about the coaches is that they are our peers. When we talk to them, it is a 100% genuine and organic conversation because, at the end of the day, they are Bernards Township teachers. They know the deal.”

Objective

- Overview/History of the Instructional Coaching program
- What is Instructional Coaching?
- Benefits of Instructional Coaching
- Process for working with a coach
- Roles & Responsibilities
- Sample Coaching Scenarios

History & Evolution of the Coaching Program



"The coaching team has been an invaluable help to me. The ever-evolving world of technology has occasionally stumped me; with every request the coaching team has gone above and beyond to make sure I am able to fulfill my requirements and be self-sufficient for the next time."

Instructional Coaching: Defined

Instructional coaches challenge the status quo and **encourage teachers**, leaders, and themselves to improve student achievement. They provide opportunities for school professionals to explore enhancements and innovations to current practice through **job-embedded** professional development. The process of instructional coaching supports teachers in **meeting the needs of their students**.

Benefits of the Instructional Coaching Program

- Highly Individualized Professional Development
  - Self-directed
  - Tailored towards teacher & student needs
  - On demand
  - Timely
  - Peer-to-Peer
- Teacher Retention

“Working with the coaches has been so helpful!
They bring a lot of first-hand experience and understand the challenges that can arise from year to year. Using them as a resource has helped me come up with ideas to implement in the classroom to solve challenges (for example, how to increase the amount of student participation). Even though I have been teaching for a few years, their expertise and support have allowed me to solve challenges as they arise in creative ways. Most importantly, they know which questions to ask that make one think--rather than just giving you answers, they use conversation as a means to find individualized solutions.”

Benefits of the Instructional Coaching Program

- Staff Wellness
- Empowered & Inspired Teachers
- Opportunities for collaboration

“I feel so lucky to work in a district that values professional development and supports teachers at every level of their professional growth. The coaches are an absolutely essential resource for us here in the district. I have been teaching in public schools for 22 years. The coaches have allowed me to explore new areas of education that I did not have as much experience with. These kinds of opportunities allow experienced teachers to renew their excitement and passion for teaching. At a time when teachers are leaving the profession, the dedicated one-on-one support our coaches can provide is as important as ever.”

Process For Working With a Coach

Staff member initiates contact

Initial meeting takes place & plan is developed

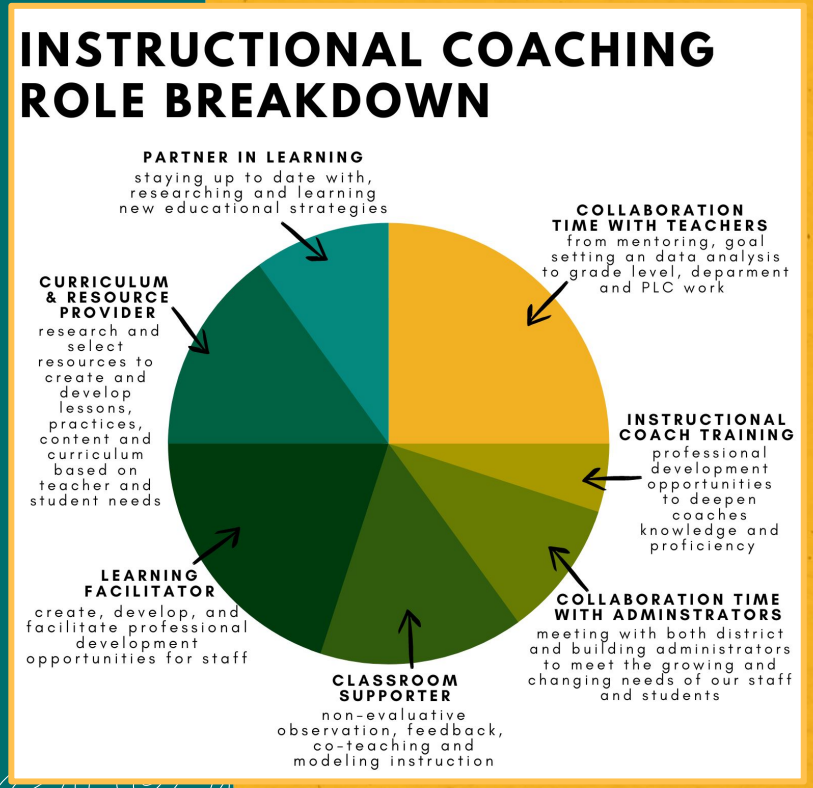
Plan is implemented

Coaching relationship develops

> “Requesting a meeting with a coach is a casual and easy process. When so many things are automated, it helps that I can just send an email or see someone at their desk to ask for help.”

Roles & Responsibilities

- Classroom Supporter
- Mentor
- New Teacher Partner
- Tech Integration Specialist
- School Leader and Catalyst for Change
- Partner in Learning
- Curriculum and Instructional Specialist
- Resource Provider
- Data Coach
- Learning Facilitator



Coaching Opportunity Scenarios

Scenario 1

Data analysis + implementation of a new teaching method through co-teaching and modeling = students on course to meet their individual writing goals

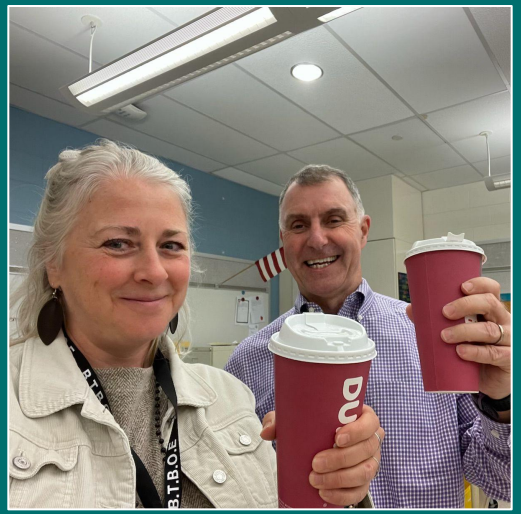
Scenario 2

Collaboration with multiple coaches to provide the staff member with full support through planning, modeling, co-teaching, and guided reflection

> **"Working with an instructional coach has helped to increase the amount of time I can spend on addressing student needs. The benefit of the direct instruction from a coach is invaluable as it can be applied in real time."**

Building Community: Outreach

Presence



Support

Positive Connection

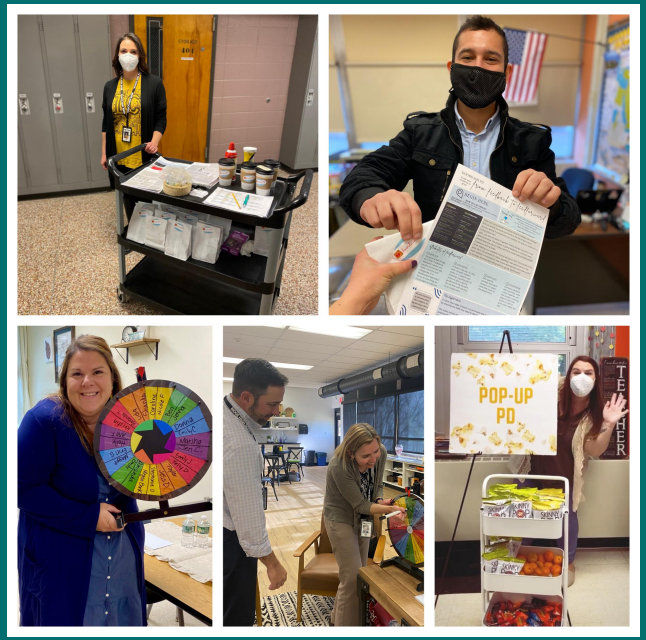
"The coaching program has unlocked our district's potential to keep growing as educators. The coaches inspire, support and encourage in the most comforting ways so that we can achieve our goals successfully. They can take any little thing and make big beautiful things happen."

Support for New Staff

New Staff Orientation, frequent connection, & Staff College classes

"Words can't begin to describe how the coaching program has supported me. I started at Ridge during Covid, which also happened to be my first year of teaching. The coaches not only made me feel welcomed and part of the Ridge family from the start, but also provided me with all the tools I needed to succeed!"

Monthly Events



- Doordash PD
- Sweet Support
- Wins & Spins
- Teaching Hacks Cafe
- Pop-up PD
- Teacher Collaboration Roundtables
- Pop-in Parties
- Planning Resort

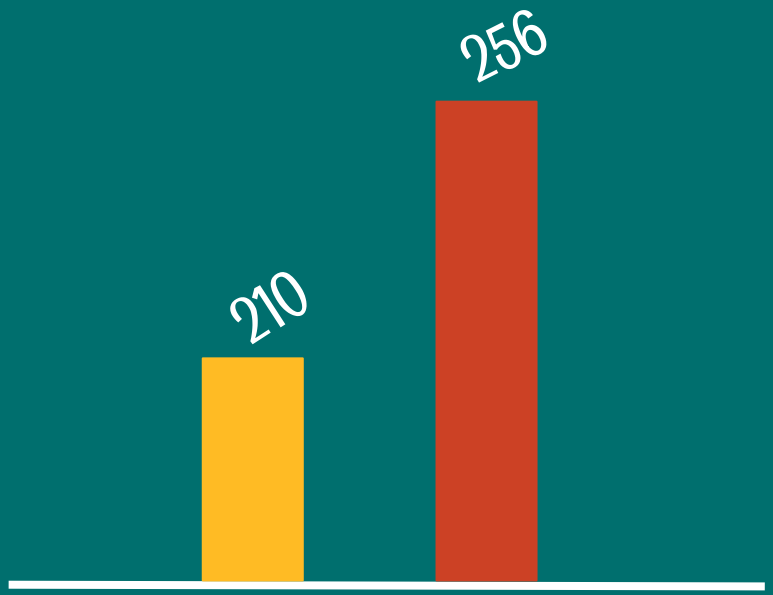
"I love that the coaches provide opportunities for us to learn from one another through peer observations. It is so nice to have a carved out time that we can all plan around to make sure we see what other talented teachers are doing in the building."

Collaborating with Administrators

- Professional Development for In-Service Days
- District and Building PDC
- Grade-level and Department meetings

“The Instructional Coaching team has been an integral partner in supporting our staff in differentiating for students, learning technology, and implementing new curriculum and efficient classroom systems, all while being an incredible social and emotional support to teachers (and admin), which allows them to be their best for our students.”

Individual Staff Member Connections



2021-2022

2022-2023 September to Present

"The coaches are a breath of fresh air! They have such an extensive toolkit of strategies to assist staff and are constantly seeking new and innovative ways to support teachers. We are truly blessed to have them on our team!"

Next Steps

- Continue to grow the program (Acceptance)
- Build connections with other coaching programs to share best practices
- Annual report to the BOE/Community

“My role as an educator has been challenging these last few years. But the built-in support system of the coaching team has been invaluable to me. The coaching team is available for one-on-one and personalized coaching sessions. During these sessions I've revamped units of study to be more student-centered. The in-house support/PD offered by the coaches includes opportunities to work on Professional Development Goals, Student Growth Objectives and Peer Observation. Our coaching team knows us and knows our needs and I'm so happy to have this support where I feel I can continue to grow and serve my students in a positive way.”

Q&A

"The coaching program has been vital in improving my teaching and overall mindset in the classroom. From being able to celebrate little wins with colleagues and the coaches to being provided manageable professional development opportunities that can be done on my own time, the coaches have made me feel supported in all facets of my teaching. I have consistently felt that the coaches are people I can lean on for advice and support as we navigate teaching post-pandemic and beyond. I feel it is important to have colleagues whose role it is to provide mentorship to teachers even after the state requirement has been fulfilled as teaching is an ever-evolving discipline that requires us to be lifelong learners.

I have also had the opportunity to recommend the coaches to my fellow colleagues, in particular the teachers who are new or new to the district. The coaches have been able to provide assistance with simple, logistical problems or spend a lot of time helping a newer teacher grow & learn. There were times earlier in my career that I considered leaving education when I felt it was too challenging or I couldn't find the support I needed. Education is a difficult profession. Most of our learning happens on the job, trial and error. I wish I had access to a teaching coach when I first started my career!"