**Supporting Instructional Coaches: 2013-2014**

In the summer of 2013, all Des Moines schools will be provided the opportunity to join the implementation of our Instructional Coach Mentor Program. Schools currently identified as SINA 4 and above will be required to engage in this model as part of our district School Improvement Restructuring Plan. Below are the goals, expectations and support structures that come with this opportunity.

**Goals for our Coaching Program:**

1. To support instructional coaches in focusing their efforts on improving teacher practice and accelerating student achievement.
2. To support on-the-spot teacher instructional decision making by providing 1:1 coaching that promotes reflection and scaffolding of our district Guiding Principles for Instruction.
3. To build the collective capacity of our district in regards to effective instruction and scaffolding student learning.

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| **Building Structures Needed for Success** | **Systematic Support Structures Provided** |
| * Release time for instructional coaches to attend 8 full-day professional development sessions yearly, in addition to monthly forums that will provide coach collaboration and targeted support from district leadership.
* An Instructional Coach that is capable of devoting a minimum of **6 hours per week** to 1:1 coaching of 2nd year classroom teachers or instructional staff (6 hours will include 90 minutes per week with 4 different teachers). This time will include conferencing, goal setting, lesson planning, analyzing student work, modeling and observing.
* Alignment of the Instructional Coach’s roles and responsibilities at the building to our district job description.
 | * **8 full-day training sessions** (academies) provided at four points throughout the year (August, October, February, April).
* Monthly forums which work to create a Professional Learning Community for risk-free practice of specific coaching strategies and tools. This time will include reflection on successes, challenges, next steps and problem solving in cohorts of coaches.
* **10 hours per year** of onsite coaching and support provided by district leadership and a cohort of fellow coaches. This time will include peer coaching, goal setting and reflective conversations.
* Coaching Professional Standards and rubrics that articulate the roles and responsibilities of building instructional coaches.
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**Training Academies:**

Session #1: Instructional Mentoring and Formative Assessment

* Clarifying the role of the mentor and coach
* Determine ways to engage colleagues that build trust and advance instructional practice
* Deepen knowledge of effective teaching practice and instructional mentoring
* Assess teacher practices and use that information to select appropriate mentoring strategies

Sessions #2: Mentoring for Effective Instruction

* Learn high-leverage coaching strategies for planning, observing, giving feedback and analyzing student work
* Utilize pre-observation conversation protocols to guide strategic decisions about what observation data to collect
* Learn how to analyze and share observation data with teachers in respectful ways and impact future instruction

Session #3: Inquiry into Practice

* Gain tools and knowledge to engage teachers in collaborative cycles of inquiry in which they plan instruction and prepare assessments, teach and formatively assess students and reflect on teaching and learning
* Learn how to help teachers use data to guide instructional decisions and approach challenges through inquiry-based problem-solving
* Develop the presentation and facilitation skills for working with groups of teachers

Session #4: Assess Growth and Deepening Practice

* Build resiliency, abilities, and skills to mentor in complex and demanding situations
* Learn strategies to overcome challenges with individual mentees or other contexts
* Have opportunities to help teachers analyze their growth and the growth of their students
* Complete an in-depth assessment of their own development and effectiveness.

**Monthly Forums:**

In alignment with our District Teaching and Learning Meetings, Instructional Coaches and Mentors will meet monthly in cohorts of coaches, mentors and district support. These forums will take place on the subsequent Friday from 1:30-3:30pm and will support reflections and problem solving.