

# Constructive Learning Design Approach for Coaches

Learning never stops. Where should we start?

## Discover Mode:

Coaches partner with teachers to gain and deepen understanding of students' and teachers' current reality and needs.

### Guiding Questions:

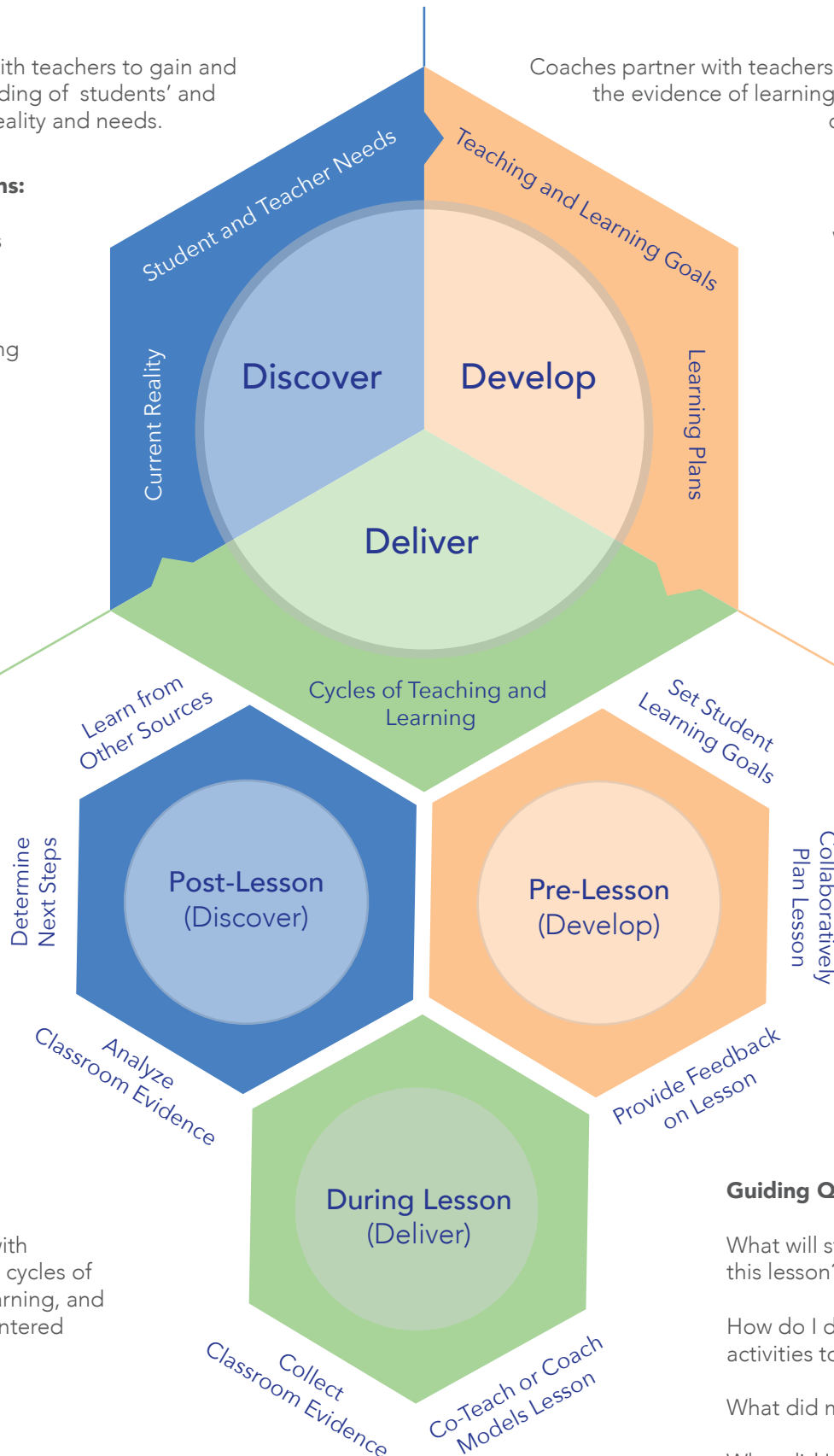
- What are students learning?
- What teaching strategies are being used?
- What do the students value?
- What does the teacher value?
- What are the teacher's and students' needs?

## Develop Mode:

Coaches partner with teachers to set goals, identify the evidence of learning to be collected, and create learning plans.

### Guiding Questions:

- What will the teacher learn next?
- How will we know if the teacher learned?
- How will the teacher learn?
- Where should we start?



## Deliver Mode:

Coaches partner with teachers to deliver cycles of job-embedded learning, and model learning-centered design.

### Guiding Questions:

- What will students learn during this lesson?
- How do I design and deliver activities to facilitate learning?
- What did my students learn?
- What did I learn?

## Instructional Coaching Core Competencies and Learning Targets

**Discover Core Competency:** Coaches partner with teachers to gain and deepen understanding of the current reality and needs of students and teachers.

Discover Learning Targets	
Coaches can...	In order to...
Use questions...	<ul style="list-style-type: none"> <li>● Facilitate understanding of the current reality for students and teachers.</li> <li>● Facilitate understanding of the needs of students and teachers.</li> </ul>
Use active listening and conversation...	
Present evidence...	
Provide feedback...	

**Develop Core Competency:** Coaches partner with teachers to set goals, identify evidence of learning to be collected, and create learning plans.

Develop Learning Targets	
Coaches can...	In order to...
Use questions...	<ul style="list-style-type: none"> <li>● Focus and set teaching and learning goals</li> <li>● Identify evidence of learning to be collected</li> <li>● Create learning plans</li> </ul>
Use active listening and conversation...	
Present evidence...	
Provide feedback...	

**Deliver Core Competency:** Coaches partner with teachers to deliver cycles of job-embedded learning, and model learning-centered design.

**Note:** Coaches rarely, if ever, use or implement all of the techniques and tasks listed below during any one cycle of learning with a teacher.

Deliver Learning Targets	
Pre-Lesson	
Coaches can...	In order to...
Use questions...	<ul style="list-style-type: none"> <li>● Set student learning goals</li> <li>● Identify evidence of student learning to be collected</li> <li>● Collaboratively plan learning-centered activities and lessons</li> <li>● Tune and improve a lesson</li> </ul>
Use active listening and conversation...	
Present evidence...	
Provide feedback...	
During Lesson	
Coaches can...	In order to...
Co-teach learning activities with teachers...	<ul style="list-style-type: none"> <li>● Meet student learning goals</li> <li>● Create evidence of student learning</li> <li>● Facilitate teacher learning of specific teaching strategies and activities</li> </ul>
Model learning activities for teachers...	
Provide feedback during the lesson...	
Collect classroom evidence...	<ul style="list-style-type: none"> <li>● Facilitate reflection during post-lesson conversation</li> </ul>
Post-Lesson	
Coaches can...	In order to...
Use questions...	<ul style="list-style-type: none"> <li>● Facilitate understanding of classroom evidence, such as                             <ul style="list-style-type: none"> <li>○ Observation data</li> <li>○ Student work</li> <li>○ Assessment data</li> </ul> </li> <li>● Determine next steps for student and teacher learning</li> </ul>
Use conversation and active listening...	
Present evidence...	
Provide feedback...	