



The UPSTATE PDRC

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THE POWER OF COACHING: Application and Change in Teacher Practice



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improvement in teacher practice (Knight, 2019). When I first read this statement made by Jim Knight in his book, *Instructional Coaching for Implementing Visible Learning: A Model for Translating Research into Practice*, I was not a believer! It took some more reading and seeing to believe. Over a period of about six years, seeing coaching in action and reading the mass amounts of literature on the subject I not only became a believer in the power of coaching, I became an avid promoter. One of the MOST influential bits of research one can turn to to be swayed by this quote by by Jim knight comes from a study done in 2002 by Joyce and Showers. I refer to this chart over and over again in my work to share with people the power of coaching (see below).

The POWER of this chart and small bit of research, is in the clear evidence that the shift from *only* training and even training plus modeling, practice and feedback to *coaching in the classroom takes the application of the new knowledge and skill to a 95% level of use.* What this tells us, and countless other research that says the same, is that we MUST infuse ongoing opportunities for teacher practice of new knowledge and skill with supportive coaching in our schools, and more specifically in the classroom.

TRAINING COMPONENTS	OUTCOMES % of Participants who Demonstrate Knowledge, Demonstrate New Skills in a Training Setting, and Use new Skills in the Classroom		
	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
...+Demonstration in Training	30%	20%	0%
...+ Practice & Feedback in Training	60%	60%	5%
...+ Coaching in Classroom	95%	95%	95%

Source: Joyce, B., & Showers, B. (2002). *Student achievement through staff development* (3rd ed.). Alexandria, VA: Association for Supervision and Curriculum Development. Table adapted from Joyce and Showers (2002) and sourced from The State Implementation and Scaling-up of Evidence-based Practices (SISEP) Center (July 2014)

Coaching can be executed on many levels. Coaching can be external meaning support comes from outside the school. School leaders can be coaches including Principals, Heads of Schools, or other instructional leaders like Curriculum and Instruction Specialists for example. And teachers can coach as well such as in peer to peer coaching models. In the end, coaching is about examining goals, outcomes and practice and seeking to improve practice in a targeted way to better align with goals and to improve outcomes for students.

CLICK [HERE](#) FOR A REFERENCE LIST ON COACHING RESEARCH
Also see Below MORE Resources on Coaching

COMING SOON!
Build a Culture of Literacy and Coaching in



A FIVE PART LITERACY SERIES

Coming in February 2022, a joint partnership between the Upstate PDRC and the Long Island PDRC: A five part virtual literacy series focused on increasing the knowledge and skill of educators in the following areas:

- Reading and the Brain
- Understanding Sounds to Complex Text
- Evidence Based Practices - EDI
- High Leverage Strategies
- When Students Might Need Something Different

Participation is open to all independent and religious schools in NYS.

Contact Kelly Valmore for more information: kvalmore@measinc.com

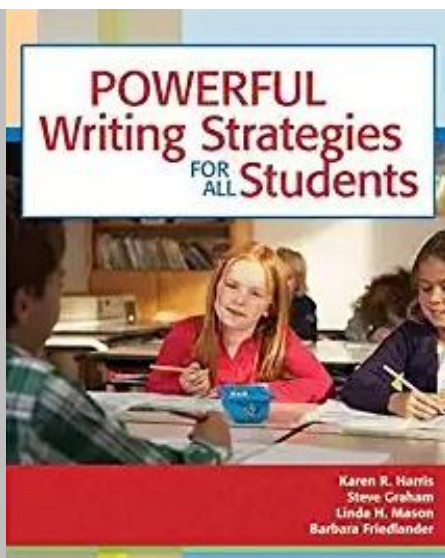


A FIVE PART PEER TO PEER COACHING PROGRAM

Coming in March 2022, a joint partnership between the Upstate PDRC and the Long Island PDRC: A five part virtual Peer to Peer Coaching Program focused on increasing the knowledge and skill of educators to become peer coaches within their schools.

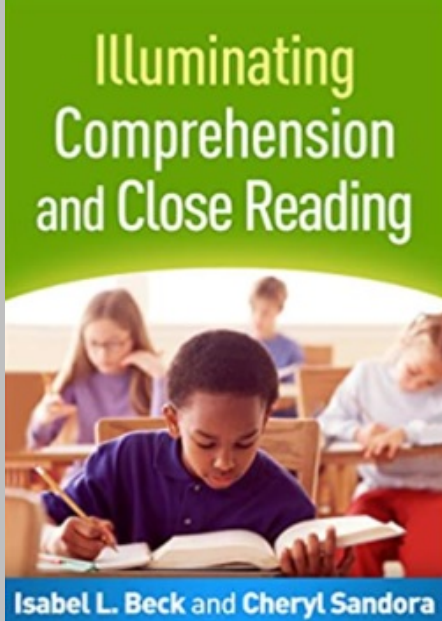
Participation is limited in this program. Please contact the Upstate PDRC if you are interested in registering for this program and to learn more.

Contact Kelly Valmore for more information: kvalmore@measinc.com



LAST CHANCE SURVEY WIN A FREE BOOK!

What is the best day
and time for
Professional
Development
in 2022?



Complete our 1 minute survey and be entered to win one of the two literacy books to the left!

[Complete Survey Here](#)

RESOURCE ROUNDUP

Looking for More? Check out these Resources!

READ



[The Grassroots Leadership Revolution: Build a Peer Coaching Community: People and Projects Podcast](#)

WATCH

[Teachers Share how Peer to Peer Coaching Impacted their Practice](#)



LISTEN



[How to Coach Your Peer With Less Resistance and More Success: Real Talk for Real Teachers](#)



[Jim Knight, Instructional](#)



[Helping Teachers Grow](#)



[Coaching the Desired School Culture: Steve Barkley Ponders Outload](#)

UPSTATE PDRC: SERVING ALL NYS REGIONS NORTH OF NYC
VISIT OUR WEBSITE

This newsletter is solely intended to be a supplemental resource for NYS religious and independent schools. The Upstate PDRC does not adopt all views and opinions contained in the attached links or resources from other organizations, nor is it affiliated with these sources. The ideas presented here are intended to spark discussion and represent a range of perspectives.