

The Power of Peer-to-Peer Coaching: A PLC Program for Success

A Model for Peer Collaboration, Professional Growth, and School Improvement

The Upstate PDRC and the Long Island PDRC, in collaborative partnership, are pleased to offer our newest program, The Power of Peer-to-Peer Coaching: A PLC Program for Success.

The Peer-to-Peer Coaching Program has been designed to support schools seeking to build a culture of peer-to-peer professional growth and collaboration for school improvement.

- ➔ PART I - The Power of Peer-to-Peer Coaching: The Why, The What and the How
- ➔ PART II - The Application of Coaching: Guided PDRC Support of Implementation

Note: Part I is required to participate in Part II.

THIS PROGRAM WILL:

- *Support schools seeking to build a culture of peer-to-peer professional growth and collaboration for school improvement.*
- *Provide a solid foundation for educators looking to serve in the role of peer coach in any content area.*
- *Provide a road map to design and implement a peer coaching program through a PLC model.*
- *Provide engaging, meaningful, and targeted cohort-based implementation support to participants through small PLCs.*

WHO SHOULD ENROLL?

This program has been intentionally designed to meet the needs of all educators, school leaders, and teachers. It is ideal, but not required, that 2 teachers from each school (e.g., 1 literacy teacher and 1 math teacher) and an administrator.

HOW DO I ENROLL?

This program, with both Part I and Part II, runs for 10 weeks. A high level of commitment at the school level is needed to complete this program successfully and to achieve the greatest impact on professional growth. For these reasons schools/educators seeking to enroll in this program are asked to contact the Upstate PDRC Director, Rebecca Shea @ rshea@measinc.com to further discuss this opportunity. Registration information will be provided at that time.

Peer Coaching PART I

The Power of Peer-to-Peer Coaching: The Why, The What and the How

Part I includes five 60 min. sessions focusing on professional development to prepare school leaders and teachers to become peer-to-peer coaches through an *Art of Coaching* lens. All learning is social, for students and adults alike. In fact, it's one of the most effective ways for teachers to continually improve their practice for greater student impact. At the macro level, this five-session series will focus on addressing the systemic components necessary to design and implement a peer coaching program in a school - specifically, how to balance educator roles and responsibilities with the coach role, how leadership supports the coach and the program, and how peer coaching builds a culture of collaboration and growth. At the micro-level, this series will prepare participants to coach other teachers through PLCs, 1:1s, and intervisitation and modeling at a classroom level. The end product of Part I is an implementation action plan to launch a manageable-sized peer coaching pilot program at the participant's school.

Session Titles & Days and Times

All held 3:00pm - 4:00pm

Session 1: Coaching for Increased Results, Tuesday, March 1, 2022

Session 2: The Art of Feedback, Tuesday, March 8, 2022

Session 3: Holding up the Mirror to Colleagues/Peers, Tuesday, March 15, 2022

Session 4: Where to Start: Building Your Community of Leaders, Tuesday, March 22, 2022

Session 5: Your implementation Action Plan, Tuesday, March 29, 2022

PART I - SESSION DESCRIPTIONS

Session 1: Coaching for Increased Results

Entry and your first moves while introducing your program and the role of a peer coach can help or hinder the start of a great program. Session 1 shines a spotlight on common early missteps, blindspots, and what to do about them.

Sessions 2 & 3: The Art of Feedback & Holding Up the Mirror to Colleagues (Peers)

The power of peer coaching is grounded in feedback. Sessions 2 and 3 are all about the art and science of feedback for adult learners. It calls on us to be reflective practitioners and continually hone our own practice. These sessions are grounded in the understanding that for peer coaching to have an impact we must first learn how to hold up the mirror to ourselves before holding up the mirror to others – and continually work to hone our craft.

Session 4: Where to Start: Building Your Community of Learners

Implementation of a coaching program is a team effort – it cannot rest on your shoulders alone. Session 4 lays the groundwork for developing strong teams to lead successful coaching

programs. This session is designed to help you select a coaching model that will best support your school's readiness to determine where to start. By the end of this session, you'll have tools to inform your action plan which you will develop in Session 5.

Session 5: Your Implementation Action Plan

This final session of Part I culminates in the development of an action plan for the design and implementation of peer-to-peer coaching through the lens of a PLC. This final session will include discussion about:

- *Selecting a peer coaching model that fits your school's needs*
- *Planning for the launch of your PLC*
- *Recruiting PLC members*
- *Planning group meetings*
- *Setting goals*

Peer Coaching PART II

The Application of Coaching: Guided PDRC Support of Implementation

Part II is a continuation of Part I for those participants who seek a deeper level of professional development and implementation support and is optional. Part II includes:

- *Five 90 minute sessions focused on the implementation of Part I's action plan*
- *Sessions will be customized, breaking participants into small PLCs based on cohort needs*
- *Access to PDRC staff for support, as needed*

Part II supports new peer coaches as they begin to put new knowledge and skill into practice based on their implementation plan created in Part I. It offers an opportunity to be part of a small cohort and consultancy model for continued implementation guidance and support. Each cohort will be led by a member of our PDRC team, who will facilitate each meeting and where participants will learn from one another while implementing a peer-to-peer PLC program at the school level.

Participants will connect and collaborate with up to 10 colleagues across the state. As a cohort, participants will have the opportunity to capitalize on the valuable expertise and experiences that each brings to the group and establish a network of colleagues who share a passion and belief in the power of peer coaching.

Learning Outcomes:

- a. Support new peer-to-peer coaches as they begin to ***put new knowledge and skill into practice based on their implementation action plan*** created in Part I.
- b. PDRC staff will ***guide and support*** this ***practice through feedback cycles, reflection, looking at relevant data, and practicing coaching moves*** all aligned to their action plan.

Session Titles & Days and Times

All held 3:00pm - 4:30pm in PLC Cohorts

Session 1: Introduction & Getting into Classrooms, Tuesday, April 5, 2022

Session 2: Establishing an Instructional Focus and Shared Vision, Tuesday, April 12, 2022

Session 3: Effective Coaching Feedback Cycles, Tuesday, April 26, 2022

Session 4: Establishing Trust & Partnership Tuesday, May 3, 2022

Session 5: Reflect and Refine, Tuesday, May 10, 2022

PART II - SESSION DESCRIPTIONS

Session 1: Introduction & Getting into Classrooms

Coaching takes practice and that is what participants will experience during these five weeks. The first session starts off with exploring the Plan-Do-Study-Act cycle and how cohorts will be working together in the series. We will also explore the coaching moves necessary to start the art of coaching. This includes visiting colleagues' classrooms, working with schedules, and learning how to be adaptive and flexible. Before Session 2, participants will have identified a partner at their school to practice peer coaching throughout the series.

Session 2: Establishing an Instructional Focus and Shared Vision

Establishing a focus and a shared vision is critical for the success of any coaching and/or PLC effort. This session will provide guidance on how to set an instructional focus for looking at student learning and teacher practice. We will review goals from the implementation plans created during Part I and discuss the Plan-Do-Study-Act approach.

Session 3: Effective Coaching Feedback Cycles

Coaching feedback cycles will be examined to support and sustain continuous improvement, using the plan, do, study, act model. This session will unpack each of the elements of the coaching cycle into understandable, meaningful, and applicable chunks. The “coaching cycle” framework will guide this work. We will discuss how effective feedback cycles promote communication, self-reflection, and structures to effectively engage peers through a continuous improvement process.

Session 4: Establishing Trust & Partnership

Now equipped with a significant amount of knowledge from Part I and several Part II sessions, participants will begin to build or enhance their community of learners. This session will focus on how to establish partnerships and gain the trust necessary for impactful coaching relationships.

Session 5: Reflect and Refine

Finally, the Coaching Program will culminate in a deep and engaging session of reflection and refinement. Participants will have the opportunity to reflect on successes and identify ongoing areas of growth as well as establish future goals. The session will conclude with the continuation of their implementation plan setting participants up for the next leg of their coaching journey.