

# SMART GOALS FOR INSTRUCTIONAL COACHES



Setting goals & using  
your time to meet them

# Smart Goals For Instructional Coaches

**Rose Ylimaki**



## **Smart Goals For Instructional Coaches:**

*The Definitive Guide to Instructional Coaching* Jim Knight, 2021-11-05 Even under ideal conditions teaching is tough work. Facing unrelenting pressure from administrators and parents and caught in a race against time to improve student outcomes, educators can easily become discouraged or worse, burn out completely without a robust coaching system in place to support them. For more than 20 years, perfecting such a system has been the paramount objective of best-selling author and coaching guru Jim Knight and his team of researchers at the Instructional Coaching Group (ICG). In *The Definitive Guide to Instructional Coaching*, Knight offers a blueprint for establishing, administering, and assessing an instructional coaching program laser-focused on every educator's ultimate goal: the academic success of students. Organized around ICG's seven Success Factors for great instructional coaching, this book offers an in-depth guide to the Impact Cycle, ICG's research-based and field-tested model for coaching teachers through issues that matter most to them. Detailed guidance on how to create a playbook of instructional strategies to share with collaborating teachers and how to model those strategies under different conditions. Practical advice on preparing for and engaging in substantive, reflective, and teacher-centered coaching conversations. Best practices for gathering, analyzing, and responding to data for improved teaching and learning, and real-life anecdotes and testimonies from educators and coaches who have reaped the benefits of the Impact Cycle in a diverse array of schools. In addition, each chapter of the book contains a learning map to help orient you and a list of valuable additional resources to complement the text. Whether you're new to coaching or well-versed in the practice, *The Definitive Guide to Instructional Coaching* will no doubt prove a cornerstone of your coaching library for years to come.

**The IC Toolkit** Jim Knight, Jessica Wise, Michelle Harris, Amy Musante, 2024-10-10 Refine the art and craft of instructional coaching. For more than 25 years, Jim Knight and his team at the Instructional Coaching Group have been studying what excellence in instructional coaching looks and sounds like. Their findings, organized around 7 Success Factors for instructional coaches and shared via books, articles, and workshops, have helped many instructional coaches around the world to increase teacher effectiveness and improve outcomes for students. Bringing together for the first time a wealth of resources and practical tools, *The IC Toolkit* is designed to guide instructional coaches either individually or preferably collectively through a 36-week journey of practice, reflection, and learning. For instructional coaches who want to improve and leaders who want to set up meaningful learning experiences, the book provides concrete tools including activities, checklists, case studies, and videos that you can use every week. Additional features include one-page descriptions of each success factor, a needs assessment to gauge your instructional coaching proficiency in the 7 Success Factors, learning paths to guide your use of the resources and enable meaningful exploration of each success factor, end-of-chapter reflection questions. *The IC Toolkit* makes it possible for every instructional coach to become highly proficient in the Success Factors. When instructional coaches become highly proficient in their craft, we can see students, teachers, and systems flourish.

**Building Teachers' Capacity for Success** Pete Hall, Alisa

Simeral,2008-12-15 Focuses on building the capacity of teachers supporting teachers to help them reach their potential and making the best use of teachers individual and collective contributions to school improvement efforts Instructional Coaches and Classroom Teachers: Sharing the Road to Success Cheryl Jones,Mary Vreeman,2008-04-14 Coaches and teachers alike will benefit from the research based classroom tested coaching model discussed in this book This unique look at instructional coaching as a team approach will give both coaches and teachers the tools they need to create a successful partnership and improve classroom instruction 208pp **Instructional Coaches and Classroom Teachers** Cheryl Jones,Mary Vreeman,Ellin Oliver Keene,2008-04-14 The true purpose of instructional coaching is not to render judgment from outside evaluation but to seek information in a thoughtful reflective process that will help teachers realize their visions and goals for their students With this understanding The New Instructional Leadership Rose Ylimaki,2013-10-23 Co published with UCEA this exciting new textbook is the first to tackle the ISLLC Standard 2 Instructional Leadership In light of recent curriculum reforms accountability policies and changing demographics today s leaders must not only have expertise in culture building and supervision skills but also in adult learning cultural funds of knowledge curriculum and the role of politics The New Instructional Leadership helps aspiring school leaders examine their beliefs and practices about instructional leadership in relation to ISLLC Standard 2 and provides the theory learning experiences and analytical tools for effective leadership in today s world Chapters cover issues of collaboration curricular programming motivation supervision accountability capacity building use of technology monitoring and evaluation Special Features Case Studies encourage readers to reflect and actively engage with instructional leadership beliefs and practices Fieldwork and Extended Reflections a range of inquiry activities provide students with opportunities to consider problems of practice related to the standard Strategies for Leaders offers students practical and accessible ideas in order to transform their practice to address the complex challenges facing contemporary schools Theoretically grounded and research based this unique volume will help aspiring and current leaders to understand instructional leadership and help them to sustain strong curricular and instructional programs in their increasingly diverse schools and communities **The Instructional Playbook** Jim Knight,Ann Hoffman,Michelle Harris,Sharon Thomas,2020-11-25 In schools every day is game day Every day teachers need the best resources and forms of support because students deserve the best we as educators can offer An instructional playbook aims to serve as that kind of support a tool that coaches can use to help teachers match specific learning goals with the right research based instructional strategies Coaches have enormous potential to help teachers learn and implement new teaching practices but coaches will be effective only if they deeply understand the strategies they describe and their explanations are clear The Instructional Playbook The Missing Link for Translating Research into Practice addresses both issues head on and offers a simple and clear explanation of how to create a playbook uniquely designed to meet teachers instructional needs The idea of an instructional playbook has caught fire since Jim Knight described it in The Impact Cycle

2017 This book helps instructional coaches create playbooks that produce a common language about high impact teaching strategies deepen everyone's understanding of what instructional coaches do and most important support teachers and students in classrooms. A joint publication of ASCD and One Fine Bird Press *The Impact Cycle* Jim Knight, 2017-07-28 Jim Knight introduces an all new instructional coaching cycle for ensuring teachers and in turn their students improve in clear measurable ways

**Leader's Guide to Reading and Writing in a PLC at Work®, Elementary** Kathy Tuchman Glass, Karen Power, 2021-06-18 Confidently lead preK 5 literacy improvement in your professional learning community PLC Aligned to the Every Teacher Is a Literacy Teacher series this results focused guide outlines how to take urgent action to address deficiencies and increase literacy rates Learn how to bring a new level of focus to your teacher teams and help them do the important daily work of ensuring every student successfully reads and writes at or beyond grade level Understand the importance and goals of literacy focused instruction in an elementary setting Gain specific suggestions for four types of leaders 1 district 2 school 3 coach and 4 teacher Help collaborative teams emphasize literacy knowledge and reading and writing skills in a curriculum's essential standards Create effective data inquiry practices that inform team decision making for those who require additional support or extension Facilitate high quality literacy instruction using the gradual release of responsibility framework Develop equity in literacy instructional strategies to ensure growth and development for all

Contents Introduction Leaders of Literacy Chapter 1 Establish Clarity About Student Learning Expectations Chapter 2 Examine Assessment Options for Literacy Chapter 3 Create a Learning Progression to Guide Instruction and Assessment Chapter 4 Develop Collective Understanding of Learning Expectations Chapter 5 Respond to Student Data to Ensure All Students Learn Chapter 6 Design Lessons Using the Gradual Release of Responsibility Instructional Framework Chapter 7 Plan for High Quality Instruction in Literacy Chapter 8 Select Appropriate Instructional Strategies Chapter 9 Consider Equity in Literacy Epilogue Appendix A Reference Points Templates and Tools Appendix B List of Figures and Tables References and Resources Index

**The Common Core Coaching Book** Laurie Elish-Piper, Susan K. L'Allier, 2014-04-24 This book provides essential coaching tools to support teachers in planning and implementing instruction aligned with the Common Core State Standards CCSS The authors explain the key instructional shifts brought about by the CCSS in K 5 English language arts classrooms Eighteen specific strategies for coaching large groups small groups and individual teachers are presented including clear cut procedures vivid illustrative examples and 26 reproducible forms Grounded in research on adult learning the book addresses common coaching challenges and how to overcome them The large size format facilitates photocopying purchasers also get access to a Web page where they can download and print the reproducible materials This title is part of the Teaching Practices That Work Series edited by Diane Lapp and Douglas Fisher

**Unstoppable Learning** Douglas Fisher, Nancy Frey, 2015-01-28 Discover proven methods to enhance teaching and learning schoolwide Identify questions educators should ask to guarantee a positive classroom culture where students learn from each other not just

teachers Explore ways to adapt learning in response to students individual needs and gain strategies and tools to create clear learning targets prepare effective lessons and successfully assess instruction *The Joy of Coaching* Rebecca

Frazier,2020-08-06 The secrets of coaching excellence are already inside you Successful coaching has long been seen as a mental exercise in order to do right by the teachers you serve you put theory into practice establish orderly processes analyze data effectively and implement externally mandated reforms The truth though is that truly great coaches derive their success not just from what they do but also from who they are This groundbreaking book based on research from an innovative mixed methods study provides a holistic approach to coaching that honors both mind and heart As you explore the most important characteristics of the best instructional coaches caring authenticity trustworthiness flexibility and more you ll develop and hone those same characteristics in yourself Features include A framework and structure for developing the characteristics of effective instructional coaches Comprehensive analysis of each characteristic Examples and stories of effective coaching in action Activities exercises and action points Resources for encouragement and renewal School coaches have the power to make a real difference in the lives and futures of teachers and students By balancing your outward competencies with the inspirational application of your own inward growth you ll bring new joy and success into your coaching relationships **A School Leader's Guide to VITAL Collaboration** Kevin Perks, Use this indispensable guide to

elevate your leadership practices to improve your school s teaching and learning Designed to empower today s K 12 school leaders this book will help you develop and implement a robust systemwide approach to fostering structured and impactful Professional Learning Communities PLCs Grounded in extensive research the VITAL Visibly Improving Teaching and Learning Collaboration methodology offers school leaders a structured data driven framework for fostering collaborative inquiry to improve collective teacher efficacy It equips leaders with strategies to build transformational leadership capacity promote visible improvements in teaching practice and ensure that all PLC sessions collectively lead to meaningful growth for both teachers and students By embedding feedback loops into collaborative routines and focusing on evidence driven inquiry this innovative approach ensures that every PLC session contributes to making teachers more effective ultimately improving student outcomes The text includes field tested strategies practical tools and guidance and actionable steps for implementation This guide is an essential companion to Kevin Perks s A Teacher s Guide to VITAL Collaboration Book Features Innovative Approach Introduces the VITAL methodology which pioneers a systematic way for school leaders to foster a culture of collaboration that leverages evidence of teacher practice and student learning within PLCs to help ensure improved outcomes for students Research Based Strategies Built on a solid foundation of school improvement science professional learning communities and evidence based leadership practices the VITAL framework offers actionable strategies that drive both teacher development and student achievement Practical Tools and Frameworks Provides a practical framework with abundant tools and resources for school leaders to develop and sustain structured PLCs fostering a culture

of continuous improvement and instructional excellence Leadership Capacity Building Focuses on building transformational leadership capacity equipping school leaders with skills to effectively support and lead transformative professional development initiatives Comprehensive Resource Serves as an indispensable resource with clear steps for implementing systemwide changes that elevate teaching and learning outcomes across a school *Charting the Course for Leaders* Sharon V. Kramer, 2021-04-23 This all encompassing anthology delivers clear steps that leaders can take throughout the PLC at Work process to turn their priority schools around Every key topic is considered and discussed from prioritizing time for collaboration to implementing effective coaching to aligning school and district goals Over the course of thirteen chapters readers will grow in their role as leaders and gain a clear vision of how to evolve their priority school into a thriving place of learning Discover how to effectively reframe accountability so everyone buys into the collective aspect of student learning Focus on creating and aligning SMART goals schoolwide at the collaborative team level and at the individual teacher level Get ideas for extending work for proficient students which can help boost a school's grade Provide targeted feedback and effectively moderate and liaise within your professional learning communities Implement a strong collaborative coaching system to support teacher development Contents Introduction Sharon V Kramer Chapter 1 Leading School Improvement Work With Intention Karen Power Chapter 2 Building District Culture Karen Power Chapter 3 Employing High Level Strategies From the District Office Gerry Petersen Incorvaia Chapter 4 Building Collaborative and Passionately Agreed to SMART Goals Jack Baldermann Chapter 5 Aligning the Arrows for Continuous Improvement Planning With SMART Goals Kimberly Rodriguez Cano Chapter 6 Focusing on Collective Responsibility Joe Cuddemi Chapter 7 Leveraging Shared Leadership in the Priority School Robin Noble Chapter 8 Ensuring the District Guiding Coalition and School Learning Team Have Impact Gerry Petersen Incorvaia Chapter 9 Monitoring Productivity Instead of Activity Rebecca Nicolas Chapter 10 Providing Feedback on the Right Work Sarah Schuhl Chapter 11 Giving All Teachers the Coach They Deserve Michelle Marrillia Chapter 12 Challenging Proficient Students Michael Roberts Chapter 13 Taking the First Five Steps in High School Improvement Tamie Sanders Unmistakable Impact Jim Knight, 2011 This book describes in simple terms exactly how schools should align and organize professional learning to ensure significant positive change in teaching and student learning The author's partnership principles a humanizing approach to professional learning apply to workshops intensive learning teams a focused form of professional learning communities and instructional coaching This is the first in a two volume series that is designed to provide a simple not simplistic framework and a set of tools for improving teaching in schools The second volume The Big Four was proposed last year **Assessing Impact** Joellen Killian, 2017-11-08 Design high impact professional learning programs with results based evaluations With increasing accountability pressure for evidence based strategies and ever tightening budgets you want to make sure that the time effort and resources you are investing in your professional learning programs is truly making an impact on educator effectiveness and student

achievement In this third edition of *Assessing Impact* Joellen Killion guides administrators professional learning leaders school improvement teams and evaluators step by step through the rigors of producing an effective in depth results based analysis of your professional learning programs A recognized expert in professional learning Killion emphasizes the critical role of evaluation in bolstering effectiveness and retaining stakeholder support for ongoing educator development The methods outlined here help you Adhere to changes in federal and state policy relating to professional learning and educator development Facilitate the use of extensive datasets crucial for measuring feasibility equity sustainability and impact of professional learning Produce more powerful data driven professional learning programs that benefit both students and educators Evaluate the effectiveness and impact of professional learning to make data informed decisions and increase quality and results *Assessing Impact* is a vital resource for staff developers and educational leaders seeking to improve the effectiveness and sustainability of professional learning while retaining the support of parents and the public alike Praise for the Second Edition Anyone who reads this book has to feel obligated to set their world on fire The text not only forces the reader to see how we are failing our children and their teachers it provides the means for each of us to do better Michael J Ford Superintendent Phelps Clifton Springs CSD Clifton Springs NY

**Virtual PLCs at Work®** Paul C. Farmer, Dennis King, 2021-09-23 Virtual teaming and virtual learning have been practiced for decades but never to the level required today As the educational landscape continues to evolve ensure your PLC evolves right along with it With this resource from Paul C Farmer and Dennis King as your guide you ll explore an abundance of tools and tips for maintaining your PLC structures along with proven best practices to help instruction and learning thrive beyond the four walls of your school A book on implementing online professional learning communities for teachers and administrators Receive an overview of the PLC process and understand how all educators fit into it Learn how to implement each step of the PLC process virtually Address the four pillars of a PLC mission vision values and goals in a virtual context Develop and maintain an ideal school culture in a virtual environment with online teacher communities Acquire strategies to strengthen every student s virtual or blended learning experience with the PLC process Contents Foreword by Mike Mattos Introduction An Unprecedented Shift in Teaching and Learning Chapter 1 The Three Big Ideas Chapter 2 The Foundational Elements Chapter 3 Creation and Maintenance of School Culture in a Virtual Environment Chapter 4 Teacher Collaboration in a Virtual PLC Chapter 5 Assessment Intervention and Enrichment in a Virtual PLC Chapter 6 Leadership in a Virtual Environment Epilogue Appendix References and Resources

Adult Learning Laura L. Bierema, Monica Fedeli, Sharan B. Merriam, 2025-07-28 A freshly updated and science based guide for contemporary adult educators In the newly revised second edition of *Adult Learning Linking Theory and Practice* a team of veteran adult educators delivers an authoritative guide to adult education that is solidly grounded in theory and research while remaining concise and practice oriented Each chapter is infused with practical applications for instruction you can implement immediately to improve concrete learning outcomes The authors cover a



variety of topics including adult learning in the contemporary world traditional learning theories andragogy motivation and learning and more Readers will also find Explorations of the brain and cognitive functioning as it applies to adult learners How to adapt and improve the adult learning experience in the digital age Learning and reflection activities integrated throughout each chapter Perfect for master s level students and practitioners alike Adult Learning Linking Theory and Practice is the up to date and practical adult education resource that you ve been waiting for It's About Time [Elementary] Austin Buffum, Mike Mattos, 2014-10-30 Carve out effective intervention and extension time at all three tiers of the RTI pyramid Explore more than a dozen examples of creative and flexible scheduling and gain access to tools you can use immediately to overcome implementation challenges These books are full of examples from real schools that have achieved these results without using additional resources or extending the school day *Creating a Culture of Reflective Practice* Pete Hall, Alisa Simeral, 2017-08-29 As a school administrator instructional coach or teacher leader you know that reflective teachers are effective teachers But how can you help teachers become self reflective practitioners whose thoughtful approach translates into real gains for student achievement In *Creating a Culture of Reflective Practice* a companion volume to their teacher oriented book *Teach Reflect Learn* authors Pete Hall and Alisa Simeral draw on lessons learned from educators across grade levels content areas and district demographics to present a definitive guide to developing a culture of reflective practice in your school Hall and Simeral expand on ideas originally presented in *Building Teachers Capacity for Success* to help you gain a clear understanding of your role and responsibilities and those of your teachers within each stage of the Continuum of Self Reflection Armed with the book s real life examples and research based tools you ll learn how to determine the current location of all stakeholders on the continuum and how teacher leadership activities transformational feedback and strategic coaching can move them forward The end result A schoolwide culture that both values reflection and uses it to ensure that teachers and their students reach their fullest potential

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