



## Instructional Leadership Routines - Provide Coaching and Feedback

Instructional leaders provide individual coaching to educators based upon walkthrough observations.

### PRACTICE 9

#### PREPARATION

##### GETTING AWARE

Instructional leaders meet with teachers to determine how walkthrough observation data will be used to inform the overall coaching process. Instructional leaders communicate to teachers that such data will be used to support their learning needs, and such data will not be the only data used in informing the coaching process. If not yet identified, the district reviews options and identifies a coaching model and protocol for instructional coaching.

##### GETTING READY

Instructional leaders build coaching based on walkthrough observations into the broader timeline for instructional leadership routines. The district selects a coaching model and protocol, and trains instructional leaders in coaching practices aligned to the district coaching model. Coaching discussions are not incorporated until other efforts, such as engaging in routine observations and calibrating observations among all observers, are well established to ensure valid data.

#### PROGRESS INDICATORS

##### GETTING STARTED

Once calibration of the walkthrough observations is done, instructional leaders share observations with teachers following each observation.

##### GETTING BETTER

Instructional leaders schedule regular coaching conversations to review observed practice. Observation notes are shared with teachers following each observation, so teachers can review observations prior to coaching sessions.

##### KEEP IMPROVING

Instructional leaders schedule regular coaching conversations with teachers, including walkthrough observations notes as a part of the coaching session. Teachers may request specific observation details based on these conversations to help focus their instructional practices for future coaching conversations.

## RESEARCH REFERENCES FOR THIS PRACTICE:

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