

Coaching Focus Folder- Stages of Implementation			
Group A	Group B	Group C	Group D
C: Conversations, CC: Clearly Communicate, PC: Peer Coaching, R: Resources, O: Observations, DL: Demonstration Lessons			
<p>Coaching Focus Area</p> <p>C: Ask questions, listen to concerns, and then share a little information to pique interest but not overwhelm</p> <p>C: Acknowledge concerns using reflective statements</p> <p>CC: Pre-correct gossip and inaccurate sharing about the implementation and ensure questions are relevant</p> <p>PC: Encourage discussion with a colleague that is further along with the implementation</p> <p>R: Help gather and organize the resources needed for a specific part of the implementation</p> <p>O: Complete pre- and post-observation meetings</p> <p>DL: Develop the lesson and meet to go over the process for modeling, observing, and debriefing, and repeat as necessary</p>	<p>Coaching Focus Area</p> <p>C: Ask questions, listen to hesitations, and then pair with a colleague who can provide support</p> <p>CC: Excited to share information about the implementation in a variety of ways (verbally email, staff meetings)</p> <p>CC: Use personal notes to provide encouragement</p> <p>PC: Encourage or set up conversations and classroom visits with others who are a little further along in the implementation</p> <p>PC: Connect with other teachers who have had similar hesitations but have moved past them</p> <p>R: Provide support in identifying and using the available resources</p> <p>O: Complete pre- and post-observation</p> <p>DL: Plan lesson together, model small and most critical pieces, debrief, plan together again, observe same critical piece, debrief, and continue cycle as needed</p>	<p>Coaching Focus Area</p> <p>C: Ask questions, listen, and then brainstorm solutions with “If this... Then that” statements</p> <p>C: Address immediate tasks or demands and not what will or could happen in the future</p> <p>CC: Clarify the steps and parts of the implementation by providing a “how-to” document or checklist that includes a timeline for implementation</p> <p>PC: Encourage observations in classrooms of teachers who are just a step or two ahead in the implementation</p> <p>R: Assist in streamlining access to the materials and resources</p> <p>O: Complete pre- and post-observations</p> <p>DL: Plan lesson together, model, debrief, plan together again, observe, debrief, and continue cycle as needed</p>	<p>Coaching Focus Area</p> <p>C: Provide encouragement for acting in a leadership role and provide motivation for collaborative conversations</p> <p>CC: Seek feedback and ideas on the implementation that will help support others or make the resources more effective</p> <p>PC: Assist in organizing time for modeling and sharing implementation</p> <p>R: Help access resources needed to refine their ideas and put them into practice</p> <p>O: Arrange for observations by other staff members</p> <p>DL: Encourage a leadership role with collaborative planning and time for discussions to occur</p>