

COACHING

Houston A+ Challenge

2019-2020

In any profession, access to quality professional development is vital to ongoing growth, satisfaction, and productivity. Effective coaching is a high-impact form of professional development because it is tailored to the individual and embedded in day-to-day work. No matter how experienced or skilled an educator or education leader is, a great coach can provide very valuable insights, helping the person build on his or her existing strengths, identify challenges, and implement improvement strategies.

WHAT WE DO

A+ coaches provide highly individualized feedback, guidance, and support to professionals who fulfill a variety of roles in public education, including teachers, school and district leaders. Drawing on their experience and knowledge of research and best practices, our coaches work closely with these individuals to identify and build on existing strengths, pinpoint areas in need of development, build effective practices, and pursue strategies to increase student learning and success. Below are just a few examples of our coaching work.

CONTENT FOCUSED

The goal of Content Focused Coaching is to cultivate teachers' academic habits of reasoning and discourse associated with their particular discipline and to help them develop a specific skill set that will enable them to cultivate those same habits in their students; habits which will promote student appreciation and understanding of the subject at hand.

KEY INSTRUCTIONAL PRACTICES

Key Instructional Practices Coaching explores effective instructional practices to increase student learning associated with building a strong learning environment, teaching students the "HOW" and coaching students so that more kids learn more of the time. In addition, look-fors for learning walks as well as calibration amongst leadership teams are explored.

WHO WE COACH

EXECUTIVE LEADERS

- We convene leaders from school districts and post-secondary institutions to align plans and pursue shared goals
- We work with leaders to create an action plan to build capacity across the organization.

PRINCIPALS AND SCHOOL LEADERSHIP TEAMS

- We work with school leaders to help them articulate campus goals for students' post-secondary readiness, examine student data, and develop action plans targeting their students' needs
- We guide principals and assistant principals toward more clarity around their goals and outcomes as well as reexamining their collective vision for advancing the learning for ALL (students, teachers, specialists, leadership).

TEACHERS AND CONTENT SPECIALISTS

- We guide teachers in analyzing their instructional practices, developing customized classroom plans based on formative assessment data, and evaluating results
- We model and provide feedback on lessons and show how to adapt interventions to meet student needs



For more information, contact Tom Monaghan at tmonaghan@houstonaplus.org

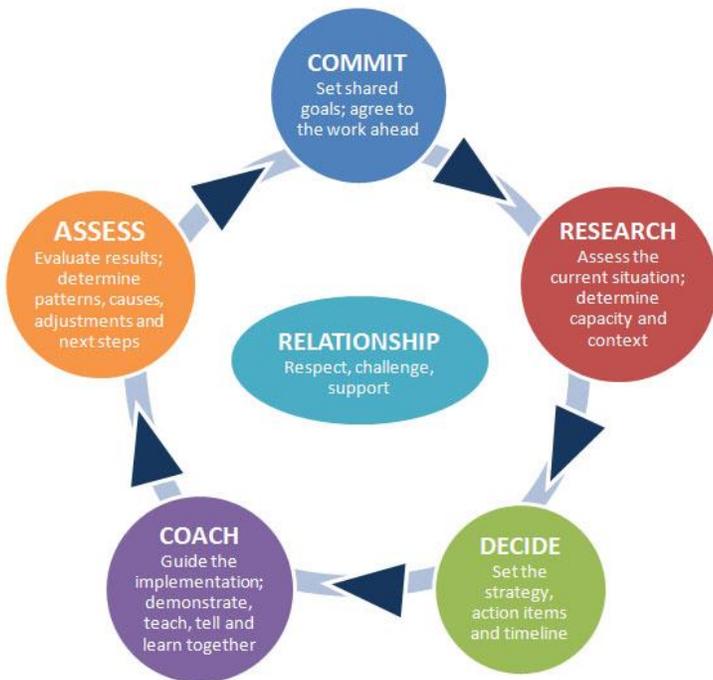
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HOW WE DO IT: OUR COACHING MODEL

As shown in the following diagram, A+ Coaches help educators engage in a cycle of *continuous improvement* that starts with a commitment to change. By empowering individuals and teams to research, plan, implement and assess their change initiatives, our coaches expose educators to best practices, show them how to embed these into the school community and how to internalize continuous improvement practices so that they will have a lasting impact on campus culture.



OUR PHILOSOPHY

Houston A+ Challenge coaching philosophy stands firm on the belief that everyone needs a coach and the greatest chances for strong teaching and strong student learning depend on developing a partnership approach to collaboration, where teacher and coach, as well as coach and coach, interact equally.

OUR IMPACT

Nine out of ten students in the Houston area attend public schools.

The teachers and leaders we work with have a direct impact on motivating and ensuring students achieve at higher levels.

Working with Houston A+ has been a positive journey. The Coaches assigned to our campus have been very resourceful, informative, influential, and impactful amongst our campus. The partnership built over the past few years has sharpened and supported leadership.

*~Amelia Tukes
Assistant Principal,
Alief ISD*

My experience with Houston A+ Challenge has been phenomenal. The depth and understanding the coaches provided for the coaching process and its implications on instructional strategies have been the difference for me becoming a better coach and supporting teachers better.

*~Wilkie V. Law, III M.Ed.
Math Specialist,
Aldine ISD*

I have been teaching Math for 27 years and I am always looking for a new way to help my students. Working with Mrs. Mascheck was such a refreshing professional development opportunity this year. She came in, asked me what I needed, observed my classroom and then we got busy coming up with a plan to help me better myself for my students. She is very knowledgeable about math and shared so many wonderful ideas with me throughout this year. I got excited about teaching concepts this year to my students, which got them excited about learning. I wish all professional development days could be like this; catered to me, not always the one strategy fits all concept.

*~Doris Wilson
6th Grade Teacher,
Beaumont ISD*

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