

IDEAS TO CONSIDER WHEN COACHING

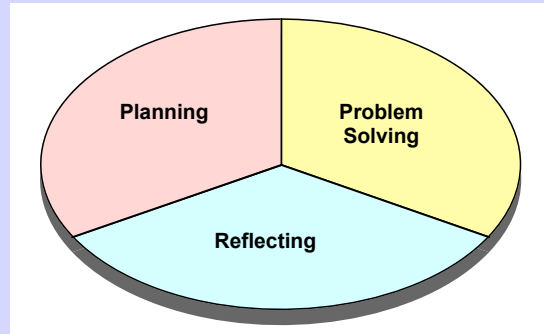
Elements of Listening

- Attending
- Non-verbal encouragement
- Paraphrasing
- Reflecting Feelings



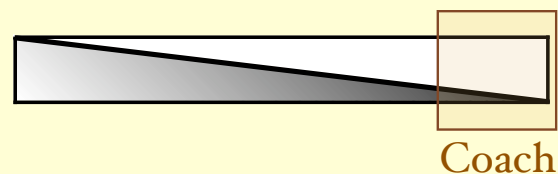
Attributes of a Coach

- Attends Fully
- Pauses
- Paraphrases
- Uses Questions to Mediate Thinking



Coaching Conversation Map

- Elegant Paraphrase
- Explore Options
- Plan Next Steps
- Self-Evaluation for Protégé



Sources

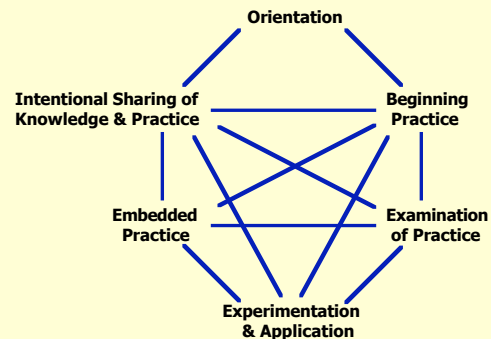
Gibbs, J. (2001). Tribes: A New Way of Learning and Being Together. Windsor CA: CenterSource Systems, LLC

Lipton, L., & Wellman, B., & Humbard, C. (2003). Mentoring Matters: A Practical Guide to Learning-focused Relationships (2nd ed.). Sherman, CT: Mira Vira, LLC

IDEAS TO CONSIDER WHEN COACHING

Underlying Assumptions

- Attributes Based Approach
- Islands of Competence
- Ownership resides with Teacher
- Flexibility of Stance & Role



Scaling Questions as a Method of Feedback

- On a scale of 1 to 10, with 1 being the worst morning you've had and 10 being the best, how was this morning for you?
- Oh a <e.g. 4> - What made it a 4?
- How might you bump it up a notch to a 5? (specific ideas)
- Continue with Coaching stance or shift to Consultant or Collaborator based on needs of Protégé



* Attends Fully *

* Pauses *

* Paraphrases *

* Uses Questions to Mediate Thinking *

Sources

Gibbs, J. (2001). Tribes: A New Way of Learning and Being Together. Windsor CA: CenterSource Systems, LLC

McConkey, N (2002). Solving School Problems: Solution-Focussed Strategies for Principals, Teachers and Counsellors. Alberta: Solution Talk Press