

Angelo State University Coaching Protocol

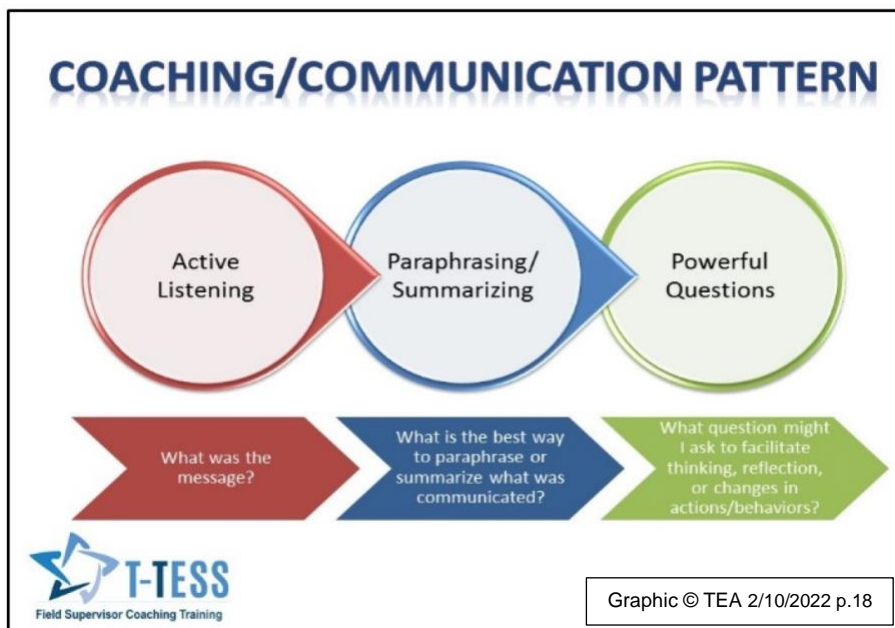
** Field Supervisor Coaching Training Participant Guide (2022)*

1. Begin with conversation to build rapport, trust, respect, and relationships.
2. Ask the candidate to reflect on their authentic learning experiences for the past week.
3. Actively listen. Take notes.
4. Paraphrase what the candidate stated.
5. Ask a powerful question(s) based on the principal standards and integrated pillars. Review principal standards and pillars. Select a domain and specific descriptor. Create a question using the language of the standards. (see *example below)
6. Actively listen. Take notes.
7. Paraphrase and summarize.

Identified Integrated Pillars

1. Communication with Stakeholders;
2. Diversity & Equity;
3. Professional Development;
4. Curriculum Alignment;
5. Hiring, Selection, and Retention;
6. School Vision & Culture;
7. Data-Driven Instruction;
8. Observation & Feedback;
9. Strategic Problem-Solving.

Effective Schools Framework



Reframing & Shifting

If the candidate asks for advice, remember to ask probing questions to get the candidate to reflect and consider new ways to meet challenges.

Elements of Powerful Questions:

- Open-ended
- Non-judgmental
- Positive
- Elicit Ideas
- Evoke more questions
- Generate energy and forward movement
- Foster self-directed learning
- Explore creativity, new ideas
- Invite complex thinking

Powerful Question Types:

- Reflection
- Clarification
- Elaboration
- Probing
- Hypothetical
- Implementation
- Summarizing
- Shift perspective
- Lead to solutions

***Example:**

Principal Standard:

Dedicate a part of each day to monitoring and improving instruction by visiting classrooms, giving formative feedback to teachers, and attending grade or team meetings.

Question Type: Clarification

Questions: How is your time structured to monitor classrooms and provide feedback to teachers?

In what ways do you collect data regarding classroom instruction, and how is the data used to provide feedback to teachers?