

S



SPECIFIC

Be clear and specific so your goals are easier to achieve. This also helps you know how and where to get started!

M



MEASURABLE

Measurable goals can be tracked, allowing you to see your progress. They also tell you when a goal is complete.

A



ACTIONABLE

Are you able to take action to achieve the goal? Actionable goals ensure the steps to get there are within your control.

R



REALISTIC

Avoid overwhelm and unnecessary stress and frustration by making the goal realistic.

T



TIMEBOUND

A date helps us stay focused and motivated, inspiring us and providing something to work towards.

SMART GOALS EXPLAINED

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Smart Goals For Instructional Coaches

**Jim Knight, Ann Hoffman, Michelle
Harris, Sharon Thomas**



Smart Goals For Instructional Coaches:

The Definitive Guide to Instructional Coaching Jim Knight, 2021-11-05 Even under ideal conditions teaching is tough work. Facing unrelenting pressure from administrators and parents and caught in a race against time to improve student outcomes, educators can easily become discouraged or worse, burn out completely without a robust coaching system in place to support them. For more than 20 years, perfecting such a system has been the paramount objective of best-selling author and coaching guru Jim Knight and his team of researchers at the Instructional Coaching Group (ICG). In *The Definitive Guide to Instructional Coaching*, Knight offers a blueprint for establishing, administering, and assessing an instructional coaching program laser-focused on every educator's ultimate goal: the academic success of students. Organized around ICG's seven Success Factors for great instructional coaching, this book offers an in-depth guide to the Impact Cycle, ICG's research-based and field-tested model for coaching teachers through issues that matter most to them. Detailed guidance on how to create a playbook of instructional strategies to share with collaborating teachers and how to model those strategies under different conditions. Practical advice on preparing for and engaging in substantive, reflective, and teacher-centered coaching conversations. Best practices for gathering, analyzing, and responding to data for improved teaching and learning. Real-life anecdotes and testimonies from educators and coaches who have reaped the benefits of the Impact Cycle in a diverse array of schools. In addition, each chapter of the book contains a learning map to help orient you and a list of valuable additional resources to complement the text. Whether you're new to coaching or well-versed in the practice, *The Definitive Guide to Instructional Coaching* will no doubt prove a cornerstone of your coaching library for years to come. [The IC Toolkit](#) Jim Knight, Jessica Wise, Michelle Harris, Amy Musante, 2024-10-10 Refine the art and craft of instructional coaching. For more than 25 years, Jim Knight and his team at the Instructional Coaching Group have been studying what excellence in instructional coaching looks and sounds like. Their findings, organized around 7 Success Factors for instructional coaches and shared via books, articles, and workshops, have helped many instructional coaches around the world to increase teacher effectiveness and improve outcomes for students. Bringing together for the first time a wealth of resources and practical tools, *The IC Toolkit* is designed to guide instructional coaches either individually or preferably collectively through a 36-week journey of practice, reflection, and learning. For instructional coaches who want to improve and leaders who want to set up meaningful learning experiences, the book provides concrete tools, including activities, checklists, case studies, and videos that you can use every week. Additional features include: One-page descriptions of each success factor. A needs assessment to gauge your instructional coaching proficiency in the 7 Success Factors. Learning paths to guide your use of the resources and enable meaningful exploration of each success factor. End-of-chapter reflection questions. *The IC Toolkit* makes it possible for every instructional coach to become highly proficient in the Success Factors. When instructional coaches become highly proficient in their craft, we can see students, teachers, and systems flourish. **Instructional Coaches and Classroom**

Teachers: Sharing the Road to Success Cheryl Jones, Mary Vreeman, 2008-04-14 Coaches and teachers alike will benefit from the research based classroom tested coaching model discussed in this book This unique look at instructional coaching as a team approach will give both coaches and teachers the tools they need to create a successful partnership and improve classroom instruction 208pp

Building Teachers' Capacity for Success Pete Hall, Alisa Simeral, 2008-12-15 Focuses on building the capacity of teachers supporting teachers to help them reach their potential and making the best use of teachers individual and collective contributions to school improvement efforts

Instructional Coaches and Classroom Teachers Cheryl Jones, Mary Vreeman, Ellin Oliver Keene, 2008-04-14 The true purpose of instructional coaching is not to render judgment from outside evaluation but to seek information in a thoughtful reflective process that will help teachers realize their visions and goals for their students With this understanding

Make It Happen Kim Bailey, Chris Jakicic, 2018-12-07 Ensure every educator is engaged in the right work with a collective focus on improved student learning Aligned to the Professional Learning Communities PLC at Work model this resource includes instructional coaching tools processes protocols templates tips and strategies designed to support the multidimensional work of instructional coaches and PLC training Each chapter includes action steps and reflective coaching activities as well as suggestions for navigating some of the most common issues instructional coaches face Use this book to understand the unique requirements of instructional coaches in building a school that answers the four critical questions of a PLC at Work Learn how to provide PLC training and professional development for collaborative teacher teams Study three major variables that will affect instructional coaching capacity culture and context and four major actions that will act as guiding principles Explore issues that can arise in PLC schools as well as teacher coaching strategies to help resolve these issues Deepen your understanding of instructional coaching in a PLC with helpful online reproducibles and teacher coaching tools Acquire capacity building strategies aligned to the four PLC questions Contents Introduction Chapter 1 How to Get Started as an Instructional Coach Chapter 2 What Do We Want Students to Know and Be Able to Do Chapter 3 How Will We Know if They Have Learned It Chapter 4 How Will We Respond When Some Students Do Not Learn Chapter 5 How Will We Extend the Learning of Students Who Are Already Proficient Epilogue Maintaining the Momentum and Sustaining the Process References and Resources Index

The New Instructional Leadership Rose Ylimaki, 2013-10-23 Co published with UCEA this exciting new textbook is the first to tackle the ISLLC Standard 2 Instructional Leadership In light of recent curriculum reforms accountability policies and changing demographics today s leaders must not only have expertise in culture building and supervision skills but also in adult learning cultural funds of knowledge curriculum and the role of politics The New Instructional Leadership helps aspiring school leaders examine their beliefs and practices about instructional leadership in relation to ISLLC Standard 2 and provides the theory learning experiences and analytical tools for effective leadership in today s world Chapters cover issues of collaboration curricular programming motivation supervision accountability capacity building use of technology

monitoring and evaluation Special Features Case Studies encourage readers to reflect and actively engage with instructional leadership beliefs and practices Fieldwork and Extended Reflections a range of inquiry activities provide students with opportunities to consider problems of practice related to the standard Strategies for Leaders offers students practical and accessible ideas in order to transform their practice to address the complex challenges facing contemporary schools Theoretically grounded and research based this unique volume will help aspiring and current leaders to understand instructional leadership and help them to sustain strong curricular and instructional programs in their increasingly diverse schools and communities **The Instructional Playbook** Jim Knight, Ann Hoffman, Michelle Harris, Sharon

Thomas, 2020-11-25 In schools every day is game day Every day teachers need the best resources and forms of support because students deserve the best we as educators can offer An instructional playbook aims to serve as that kind of support a tool that coaches can use to help teachers match specific learning goals with the right research based instructional strategies Coaches have enormous potential to help teachers learn and implement new teaching practices but coaches will be effective only if they deeply understand the strategies they describe and their explanations are clear The Instructional Playbook The Missing Link for Translating Research into Practice addresses both issues head on and offers a simple and clear explanation of how to create a playbook uniquely designed to meet teachers instructional needs The idea of an instructional playbook has caught fire since Jim Knight described it in The Impact Cycle 2017 This book helps instructional coaches create playbooks that produce a common language about high impact teaching strategies deepen everyone's understanding of what instructional coaches do and most important support teachers and students in classrooms em A joint publication of ASCD and One Fine Bird Press **The Impact Cycle** Jim Knight, 2017-07-28 Jim Knight introduces an all new instructional coaching cycle for ensuring teachers and in turn their students improve in clear measurable ways

The Common Core Coaching Book Laurie Elish-Piper, Susan K. L'Allier, 2014-04-10 This book provides essential coaching tools to support teachers in planning and implementing instruction aligned with the Common Core State Standards CCSS The authors explain the key instructional shifts brought about by the CCSS in K-5 English language arts classrooms Eighteen specific strategies for coaching large groups small groups and individual teachers are presented including clear cut procedures vivid illustrative examples and 28 reproducible forms Grounded in research on adult learning the book addresses common coaching challenges and how to overcome them The large size format facilitates photocopying purchasers also get access to a Web page where they can download and print the reproducible materials **Creating a Culture of Reflective Practice** Pete Hall, Alisa Simeral, 2017-08-29 As a school administrator instructional coach or teacher leader you know that reflective teachers are effective teachers But how can you help teachers become self reflective practitioners whose thoughtful approach translates into real gains for student achievement In Creating a Culture of Reflective Practice a companion volume to their teacher oriented book Teach Reflect Learn authors Pete Hall and Alisa Simeral draw on lessons learned from

educators across grade levels content areas and district demographics to present a definitive guide to developing a culture of reflective practice in your school Hall and Simeral expand on ideas originally presented in Building Teachers Capacity for Success to help you gain a clear understanding of your role and responsibilities and those of your teachers within each stage of the Continuum of Self Reflection Armed with the book s real life examples and research based tools you ll learn how to determine the current location of all stakeholders on the continuum and how teacher leadership activities transformational feedback and strategic coaching can move them forward The end result A schoolwide culture that both values reflection and uses it to ensure that teachers and their students reach their fullest potential

Harnessing the Power of Collective Teacher Efficacy Jamie Virga,2024-12-02 Discover how to build the collective efficacy of teacher teams through the five step research supported process of CLEAR clarify listen explore activate and review Using this book s practical strategies user friendly tools and example scenarios leaders and coaches can learn to clarify purpose listen to teachers explore best practices activate new knowledge and review results Harness the power of collective teacher efficacy K 12 leaders and coaches will Clarify the why what and how Listen to teachers questions and fears Explore best practices and proven processes through example scenarios Activate new learning through coaching Review results and celebrate achievements Learn the research behind collective teacher efficacy Understand the CLEAR process from multiple perspectives Contents Introduction Chapter 1 The Power and Promise of Collective Teacher Efficacy Chapter 2 Build Collective Teacher Efficacy Through the CLEAR Process Chapter 3 Step 1 of the CLEAR Process Clarify the Why the What and the How Chapter 4 Step 2 of the CLEAR Process Listen to Teachers Fears Anxieties Questions and Concerns Chapter 5 Step 3 of the CLEAR Process Explore Examples Models Best Practices and Proven Processes Chapter 6 Step 4 of the CLEAR Process Activate New Learning Through Coaching Practice and Implementation Chapter 7 Step 5 of the CLEAR Process Review Results Celebrate Growth and Set New Targets Chapter 8 Put It All Together Epilogue References and Resources Index

Literacy Triangle LeAnn Nickelson,Melissa Dickson,2022-06-28 Accelerate learning with high impact strategies Beginning and veteran teachers alike will find insights and practices they can use immediately The authors dovetail their proven instructional process of chunk chew check change with before during and after reading strategies in this must have guide for powerful literacy instruction No matter what content area you teach this book will help you develop the strategic reader in every student K 8 teachers who are interested in high impact teaching strategies will Learn how to incorporate the literacy triangle s three points reading discussing and writing into instruction for any subject Cut through the conflict caused by the reading wars and gain clarity on the science behind effective well rounded literacy instruction Help students enjoy reading gain comprehension and build reading stamina Get differentiation ideas for scaffolding and enriching each strategy using best practices in literacy instruction Discover how to engage students in opportunities for making meaning choosing texts and leading discussions Understand how setting a student s purpose for reading can encourage focus engagement deeper

conversations and a motivation to keep reading with literacy strategies Contents Introduction Part 1 Planning for Quality Literacy Instruction Chapter 1 Teaching Literacy Effectively Chapter 2 Choosing the Right Text Chapter 3 Using the Literacy Triangle to Drastically Improve Literacy Part 2 Implementing Quality Literacy Instruction Chapter 4 Preparing for Success Before Reading Chapter 5 Staying Focused on the Goal During Reading Chapter 6 Consolidating With Discussion and Writing After Reading Chapter 7 Bringing It All Together Conclusion References and Resources Index *Rethinking Teacher Supervision and Evaluation* Kim Marshall, 2009-10-30 In this important book education expert Kim Marshall shows how to break away from the typical and often ineffective evaluation approaches in which principals use infrequent classroom visits or rely on standardized test scores to assess a teacher's performance Marshall proposes a broader framework for supervision and evaluation that enlists teachers in improving the performance of all students Emphasizing trust building and teamwork Marshall's innovative four part framework shifts the focus from periodically evaluating teaching to continuously analyzing learning This book offers school principals a guide for implementing Marshall's framework and shows how to make frequent informal classroom visits followed by candid feedback to each teacher work with teacher teams to plan thoughtful curriculum units rather than focusing on individual lessons get teachers as teams involved in low stakes analysis of interim assessment results to fine tune their teaching and help struggling students and use compact rubrics for summative teacher evaluation This vital resource also includes extensive tools and advice for managing time as well as ideas for using supervision and evaluation practices to foster teacher professional development **Improving Standards-Based Learning** Judy F. Carr, Doug Harris, 2009-05-21 This is the best nuts and bolts guide for improving teaching and learning in our schools Carr and Harris have been successful in every school district they have consulted in Now we have access to their insight and experience in a book that is perfectly laid out with examples and worksheets to guide successful instructional improvement If you're serious about instructional leadership this is the one book you need on your desk Kenneth W Eastwood Superintendent Middletown City School District NY Use this tool kit to develop a high quality curriculum that impacts student learning Although schools and districts across the country have made notable strides in their instructional programs educators continue to struggle with developing curriculum that addresses each learner's needs and strengths is aligned to instruction and assessment supports standards based learning and results in increased student learning In this book the authors provide a curriculum and improvement process that not only shows school leaders how to design a strong coherent curriculum but also leads the reader through the critical processes of implementing and then evaluating that curriculum for instructional improvement This resource is packed with ready to use tools that can be tailored to meet site specific needs and includes examples from schools and districts proven strategies guidelines and worksheets graphics and vignettes that illustrate key points and questions that promote reflection The book addresses key issues including How is curriculum put together Who should be involved and what should be included How should we go about it and how long will it take What

should be considered during implementation How is curriculum evaluated Whether you are experienced or just getting started Improving Standards Based Learning provides an accessible framework with numerous tools for developing a curriculum that can generate substantive improvement in teaching and learning

Leader's Guide to Reading and Writing in a PLC at Work®, Elementary Kathy Tuchman Glass, Karen Power, 2021-06-18 Confidently lead preK 5 literacy improvement in your professional learning community PLC Aligned to the Every Teacher Is a Literacy Teacher series this results focused guide outlines how to take urgent action to address deficiencies and increase literacy rates Learn how to bring a new level of focus to your teacher teams and help them do the important daily work of ensuring every student successfully reads and writes at or beyond grade level Understand the importance and goals of literacy focused instruction in an elementary setting Gain specific suggestions for four types of leaders 1 district 2 school 3 coach and 4 teacher Help collaborative teams emphasize literacy knowledge and reading and writing skills in a curriculum s essential standards Create effective data inquiry practices that inform team decision making for those who require additional support or extension Facilitate high quality literacy instruction using the gradual release of responsibility framework Develop equity in literacy instructional strategies to ensure growth and development for all Contents Introduction Leaders of Literacy Chapter 1 Establish Clarity About Student Learning Expectations Chapter 2 Examine Assessment Options for Literacy Chapter 3 Create a Learning Progression to Guide Instruction and Assessment Chapter 4 Develop Collective Understanding of Learning Expectations Chapter 5 Respond to Student Data to Ensure All Students Learn Chapter 6 Design Lessons Using the Gradual Release of Responsibility Instructional Framework Chapter 7 Plan for High Quality Instruction in Literacy Chapter 8 Select Appropriate Instructional Strategies Chapter 9 Consider Equity in Literacy Epilogue Appendix A Reference Points Templates and Tools Appendix B List of Figures and Tables References and Resources Index

The Joy of Coaching Rebecca Frazier, 2020-08-06 The secrets of coaching excellence are already inside you Successful coaching has long been seen as a mental exercise in order to do right by the teachers you serve you put theory into practice establish orderly processes analyze data effectively and implement externally mandated reforms The truth though is that truly great coaches derive their success not just from what they do but also from who they are This groundbreaking book based on research from an innovative mixed methods study provides a holistic approach to coaching that honors both mind and heart As you explore the most important characteristics of the best instructional coaches caring authenticity trustworthiness flexibility and more you ll develop and hone those same characteristics in yourself Features include A framework and structure for developing the characteristics of effective instructional coaches Comprehensive analysis of each characteristic Examples and stories of effective coaching in action Activities exercises and action points Resources for encouragement and renewal School coaches have the power to make a real difference in the lives and futures of teachers and students By balancing your outward competencies with the inspirational application of your own inward growth you ll bring new joy and success into your

coaching relationships **Literacy in a PLC at Work®** Paula Maeker, Jacqueline Heller, 2023-04-13 Explore how to provide equitable literacy instruction and assessment so every student masters essential standards The authors help K 6 educators navigate reading and writing instruction through the lens of Professional Learning Communities at Work Learn strategies for utilizing data as collaborative teams to answer the four critical questions of learning and access templates and protocols to improve literacy for all This book will help K 6 teachers and reading specialists Analyze and improve their current literacy practices curriculum and instructional focus within the context of a PLC at Work Create or curate common formative team literacy assessments for learning targets Structure a supportive master schedule that allows for daily team collaboration and systemwide response Understand the components of a comprehensive literacy instructional block Create progress monitoring tools and focused reading interventions and extensions Contents Introduction Chapter 1 Take Collective Responsibility and Work Interdependently Chapter 2 Ensure a Guaranteed and Viable Curriculum Chapter 3 Assess and Monitor Student Reading Growth With Ongoing Assessment Chapter 4 Measure Evidence of Individual and Collective Teacher Practice Effectiveness Chapter 5 Support Systematically With Targeted Acceleration Interventions and Extensions Afterword TEAMS Can Transform Literacy Outcomes for Students Appendix A TEAMS Process Protocols Appendix B TEAMS Templates References and Resources Index **Amplify Your Impact** Thomas W. Many, Michael J. Maffoni, Susan K. Sparks, Tesha Ferriby Thomas, 2018-01-31 Amplify Your Impact presents K 12 educators and school leadership with a framework for improving collaboration and teambuilding for teachers in their PLCs The authors share best practices and processes teams can rely on to ensure they are doing the right work in a cycle of continuous improvement Discover concrete action steps your school can take to adopt proven collaborative coaching methods fortify teacher teams and ultimately improve student learning in classrooms Adopt a team teaching approach to coaching using this book Gain insights from teachers and empirical evidence from schools that confirm the benefits of how coaching and refining collaborative teams can strengthen PLCs Use the Pathways Tool for Coaching Collaborative Teams to guide your team s conversations and team based learning Learn how to develop and use the strategy implementation guide SIG to map out your collaborative team success Analyze coaching scenarios that illustrate how to turn ineffective team meetings into positive collaborative learning experiences Increase instructional leadership development that promotes reflective coaching and a collaborative approach Contents Introduction Part I The Why How and What of Coaching Collaborative Teams Chapter 1 Combining Coaching and Collaboration Chapter 2 Coaching Collaborative Teams in a PLC Part II The Framework for Coaching Collaborative Teams Chapter 3 Amplifying Your Impact With Clarity Chapter 4 Amplifying Your Impact With Feedback Chapter 5 Amplifying Your Impact With Support Part III Putting It All Together to Amplify Your Impact Chapter 6 Making it Real Coaching Scenarios Afterword References and Resources Index **Unstoppable Learning** Douglas Fisher, Nancy Frey, 2015-01-28 Discover proven methods to enhance teaching and learning schoolwide Identify questions educators should ask to guarantee a positive

classroom culture where students learn from each other not just teachers Explore ways to adapt learning in response to students individual needs and gain strategies and tools to create clear learning targets prepare effective lessons and successfully assess instruction

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