Coaching in the Classroom
Objectives

- Discuss the benefits of coaching
- Identify the characteristics of a good coach
- Practice using coaching skills
Why Use Coaching

• Focuses on long-term skill development
• Maximizes the learner/IA relationship
• Builds upon the professional collaborative process
Benefits of Coaching in the Classroom

- Improves classroom morale
- Increases the ability to resolve conflicts
- Encourages organization
- Promotes creativity
- Improves attendance
- Reinforces positive behaviors
- Inspires greater academic achievement
Benefits of Coaching in the Workplace

- Lowers stress levels
- Increases productivity
- Builds trust
- Promotes harmony
- Creates community
The Coaching Relationship

Trust

Open communication

Genuine respect
Person Being Coached (PBC)

- Peer or student
- Their needs drive the relationship
  - *It’s about them*
Characteristics of the Coach

Motivates

Inspires

Challenges

Reflects

Celebrates
5 Step Coaching Process

Connect
Evaluate
Focus
Act
Provide
5 Step Coaching Process

Connect
- Trust
- Needs
- Ask

Evaluate
- Review with the PBC

Focus
- One
- Questions

Act
- Do something

Provide
- Motivation
- Clarity
- Training
Effective Coaching

**Effective Coaching Is...**

- Listening with your head and heart
- Helping the student find solutions
- Ask questions that both inspire and challenge
- Knowing when to intervene
- Being truthful when assessing the PBC skills

**Effective Coaching Is NOT...**

- Jumping to conclusions before hearing their story
- Criticizing student for their weakness
- Telling the student what to do
- Waiting for things to fall apart
- False praising because you don’t want to hurt feelings
Coaching Practice - I

The Coach:
• Use the 5 Step Coaching process to help the person being coached find an approach to build bridges with the students.

The PBC:
• You’re the new para at the school and are having a hard time building relationships (trust) with your students. At the end of the day you feel as though you are not making a difference.
Coaching Practice - II

The Coach:
• Use the 5 Step Coaching process to help the person being coached find the confidence to continue with the project and help build their esteem.

The PBC:
• You’re a student struggling with the new book you’re reading and pretty upset that your friends are reading faster than you. You have to write a book report when you’re done and are looking for ways to sabotage your project.