

# Partnerships for Effective Coaching Series: Enacting the Partnership Principles through the Jim Knight Coaching Model

**Welcome!** We will begin shortly.

If you can see the slide and hear the music, you are all set.

All attendees are muted upon entry.  
Please use the chat feature for comments and the Q&A feature for questions during the webinar.



January 25, 2022

# Thank you for joining us

**The webinar will be recorded and available.**

All webinar registrants will receive a follow-up email that will include the webinar slide deck, recording, and other resources mentioned during the presentation.

Please introduce yourselves in the chat box

- Your name
- Your location
- Your role in the educational sector



[@learningforward](#)

# Intended outcomes

- Hear Jim Knight talk about the value of the 7 partnership principles for instructional coaching
- Learn about Jim Knight's instructional coaching model
- Hear about a research project for Title I middle schools using the Jim Knight instructional coaching model
- Have the opportunity to ask questions and share experiences

# Roll Call: Who's in the Room?

## I am a

- Teacher
- Instructional Coach
- Content/Curriculum Specialist
- School Administrator/Leader
- District Administrator/Leader
- State Education Leader
- Researcher
- Vendor or Provider

# How do you feel about your current approach to coaching?



# Beliefs drive behavior

***“We can trace how we interact with students, teachers, and leaders directly back to what we believe about the world and how we think it should work. Digging in deep on those beliefs can help to keep educators focused and happy in our work.”***

**The Instructional Coaching Group**

**As you listen today...think about your philosophy for education. How does the Coaching with Impact program align with your philosophy?**

# Panel discussion



Andrew Wayne

Managing  
Researcher

American Institutes  
for Research (AIR)



Jim Knight

Senior Partner  
Instructional  
Coaching  
Group (ICG)



Amy Musante

Coach Champion  
Instructional  
Coaching Group  
(ICG)



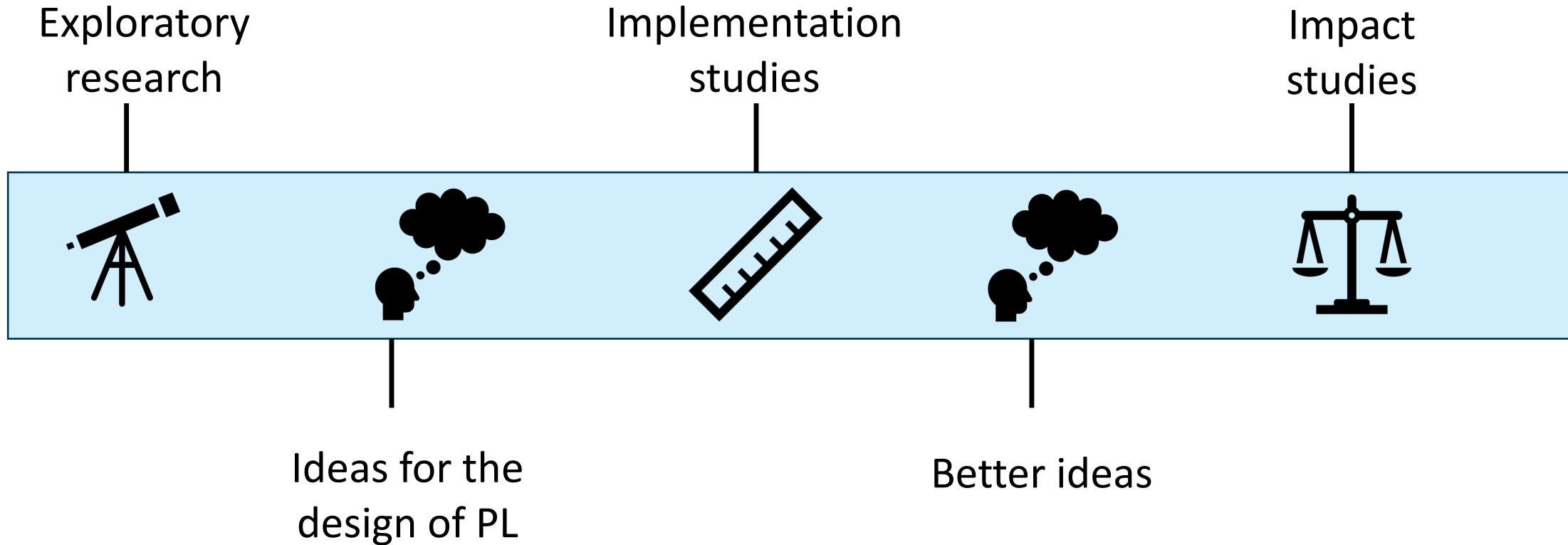
Debbie Davidson-  
Gibbs

Researcher

American Institutes  
for Research (AIR)

# A History of Studying Teacher Professional Learning

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# Key Pieces of Evidence

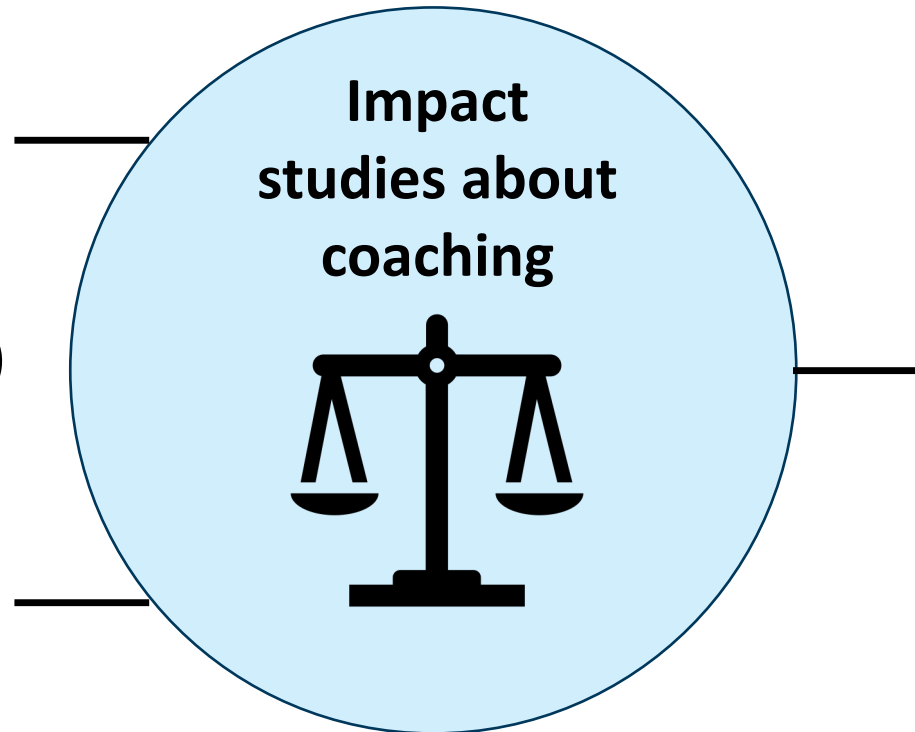
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## Positive impact

- Coaching on how to increase student engagement (*20 hours of each teacher's time*)

## Positive impact

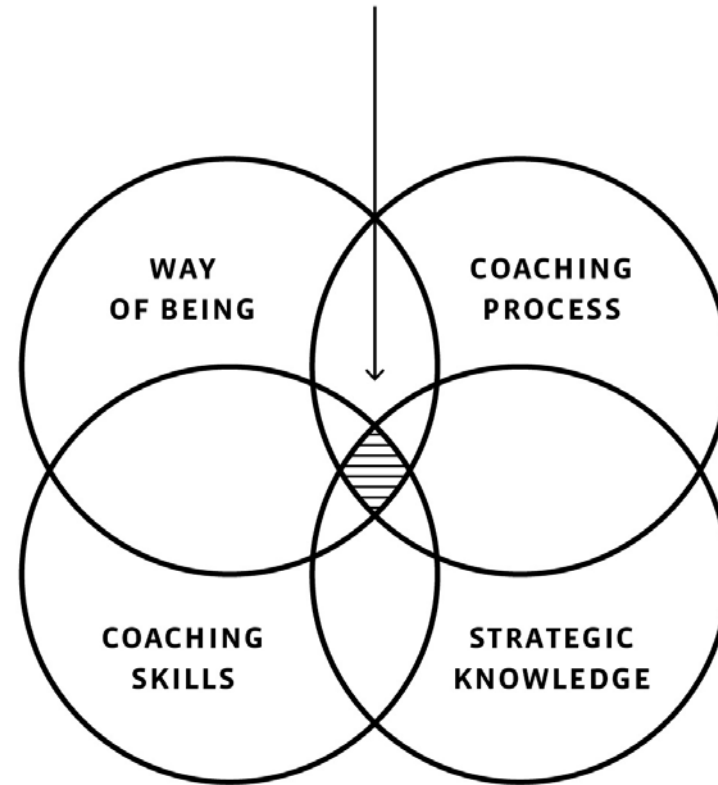
- Individualized performance feedback for educators



## Positive average impact

- Average across studies of PD programs that included a coaching component

# Effective Instructional Coaching



# Partnership Principles

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1. Equality
2. Choice
3. Voice
4. Dialogue
5. Reflection
6. Praxis
7. Reciprocity

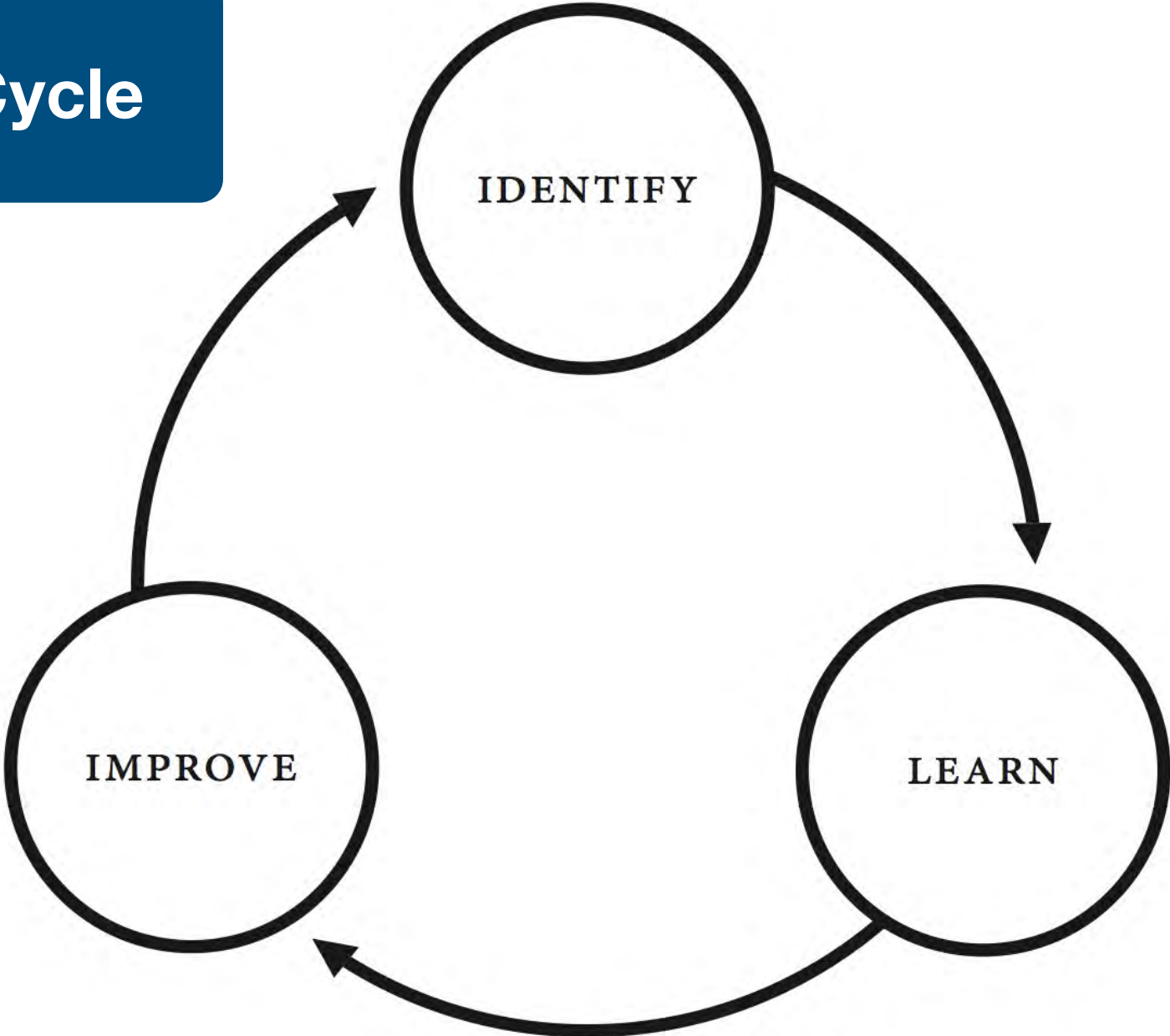
# Partnership Principles

“The more we treat participants as partners, the more engaged we all are and the more we all learn. When coaches treat teachers as partners, the more engaged they both are and the more they both learn about students and instruction.”

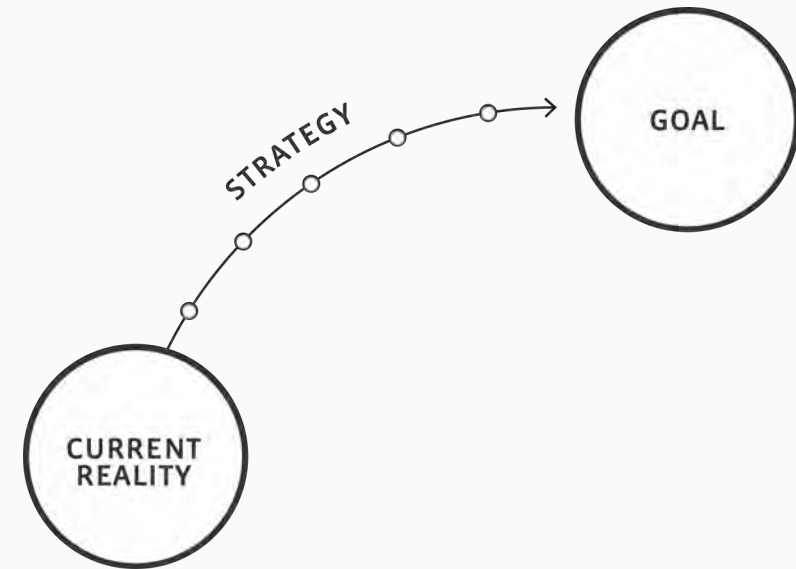
## Instructional Coaches partner *with* teachers to:

- Analyze current reality
- Set goals
- Identify and explain teaching strategies to hit the goals
- Provide support until goals are met

# The Impact Cycle



# PEERS Goals



**P** Powerful

**E** Easy

**E** Emotionally Compelling

**R** Reachable

**S** Student-focused

(measurable; strategy is identified)

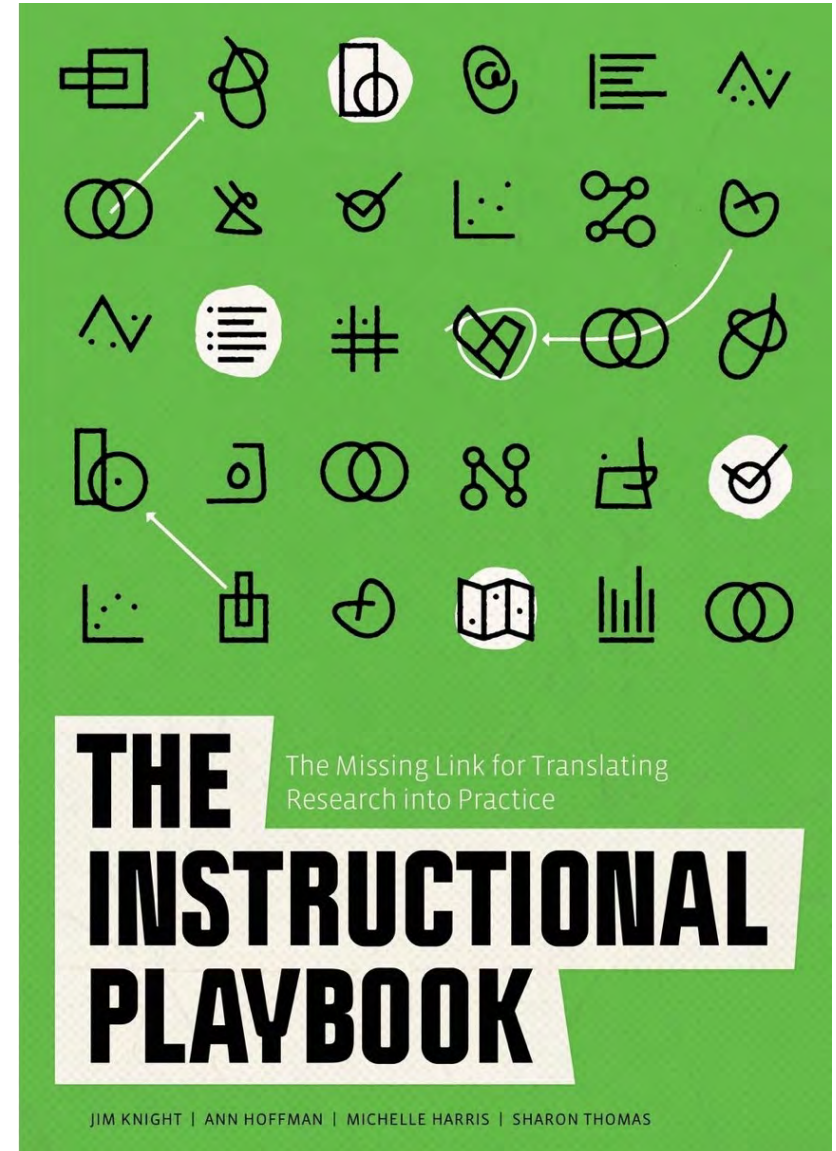
**Which coaching skill would you like to see further developed in your school/district?**

1. Questioning
2. Listening
3. Organizing and preparing
4. Empathizing
5. Understanding core content
6. Other: Please type 1 word or phrase in the chat box



# THE INSTRUCTIONAL PLAYBOOK

Jim Knight | Ann Hoffman | Michelle Harris | Sharon Thomas



# What is an instructional playbook?



# The Playbook

- Table of Contents of high-impact strategies
- One-pagers (descriptions for each strategy) ***What it is ?***
- Checklists (to help coaches describe each strategy ) ***How do you use it?***

# Beliefs drive behavior



“If we believe that children are autonomous, intelligent human beings whose talents and skills need nurturing, then we are going to treat them differently than if we believe that they are open vessels waiting to have knowledge and power instilled in them. Beliefs drive behavior.”

Instructional Coaching Group

# About the Jim Knight Coaching with Impact (CWI) Project

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- U. S. Department of Education - Education Innovation and Research  
Grant awarded to AIR— **no cost to districts**
- Eligibility to participate: Grades 6-8, minimum of 2 Title I middle schools;  
must have a school-based coach at each participating school
- Implementation:
  - Starts in fall 2022
  - 3 years
  - 80 total schools within 8-10 districts
  - Impact study

# Benefits of Participation

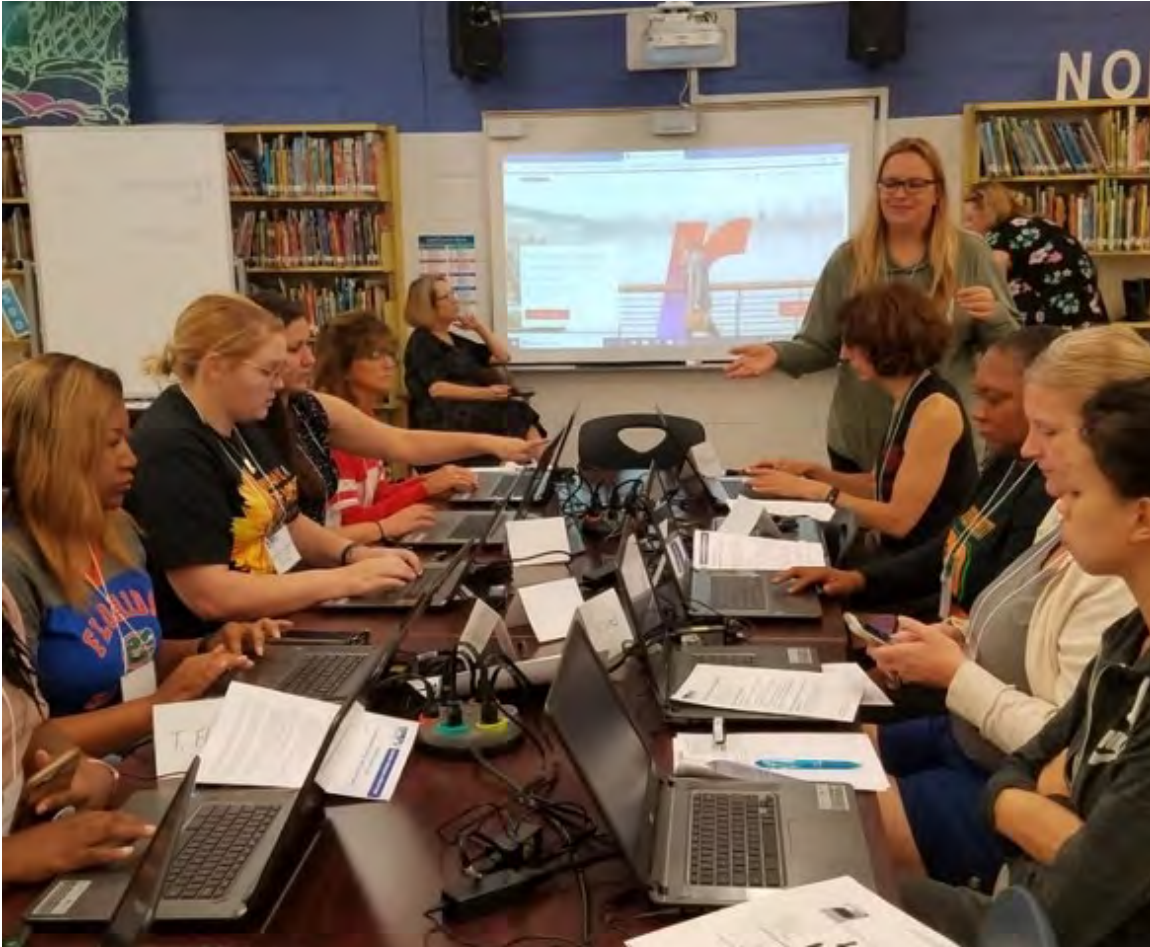
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- Builds a cadre of skilled coaches
- Builds teacher agency and confidence
- Develops student writing proficiency
- Offers a well-established coaching model
- No cost to the district- 3-year project
- Builds the research base on the model

# Training for School-based ELA Coaches

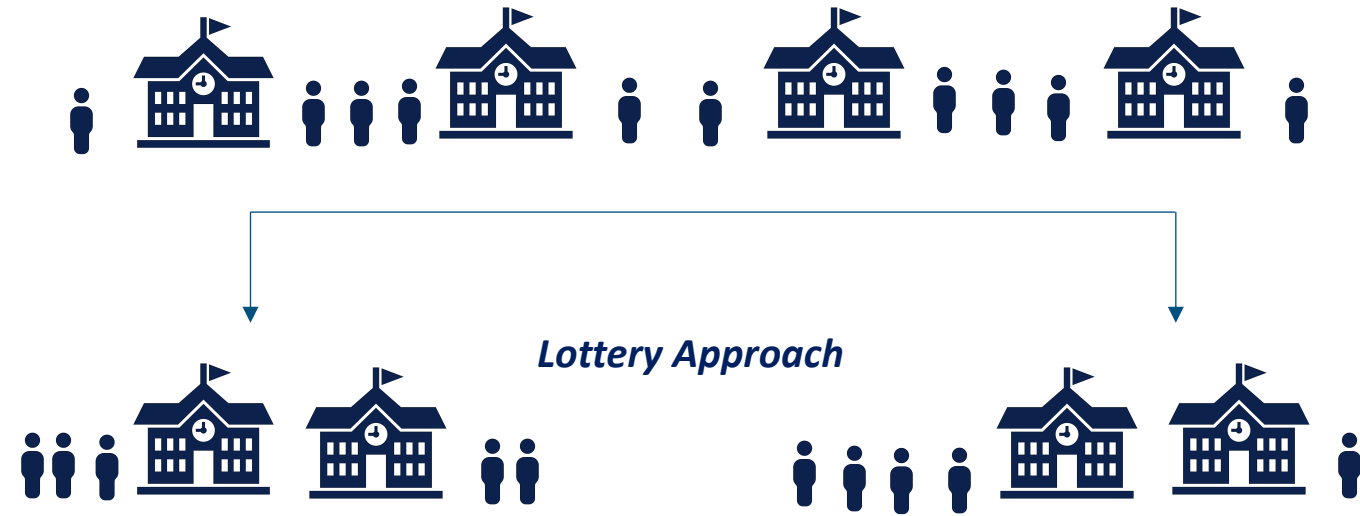
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- Receive 36 hours of initial training virtually (July 2022)
- Ongoing support from Jim Knight's Coach Champions
  - Biweekly 1-1 video conferences
  - Monthly video conferences with other coaches

# Impact Study

- Schools and coaches volunteer to participate
- Schools in district divided into 2 groups via a lottery approach
- 3 teacher cohorts and 3 student cohorts
  - 2022-23: 6th grade
  - 2023-24: 7th grade
  - 2024-25: 8th grade



## Three Teacher Cohorts



## Three Student Cohorts





# Data Collection

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## Teachers

- **Classroom video** (fall and spring each year)
- **Survey** (fall and spring each year)
- **Logs** (2-3 times intermittently each year)

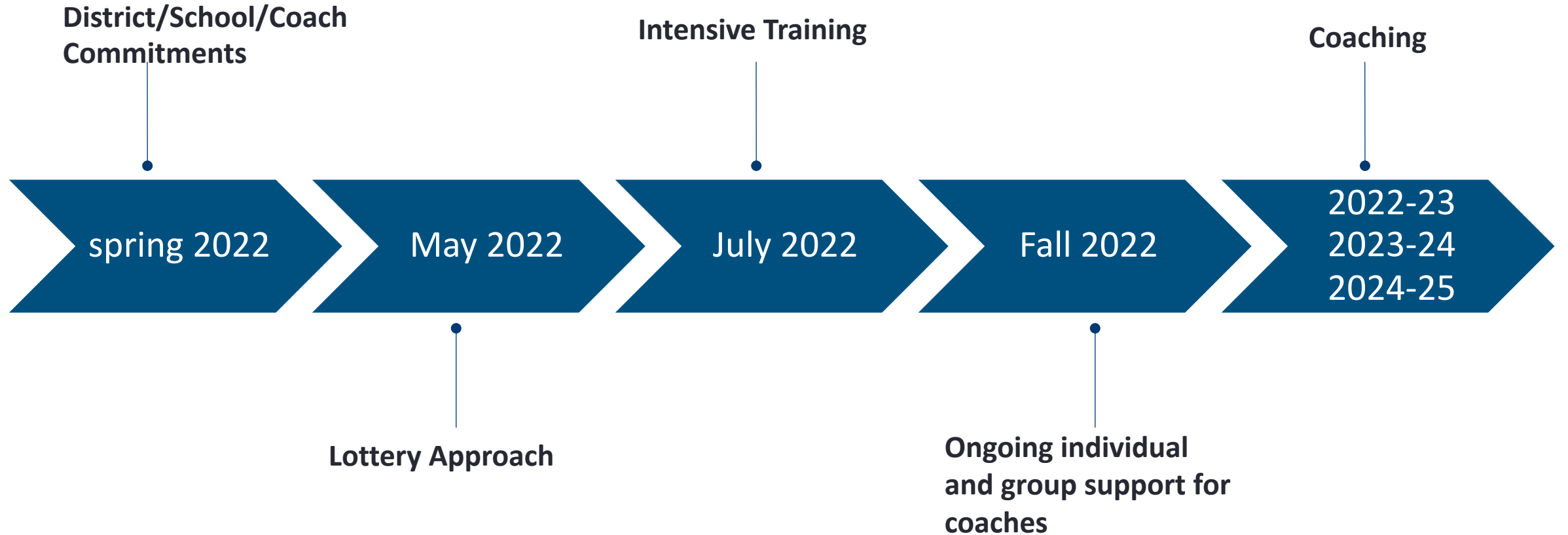
## Students

- **Survey** (1 randomly selected classroom in fall 2022 and spring 2025)
- **Writing assessment** (1 randomly selected class (fall 2022 and spring 2025))
- **District ELA assessment data**



*The grant provides incentives for data collection.*

# Timeline



# Discussion and Questions



# Online resources

Look for follow-up resources, including a recording of this webinar and slides.

Visit:

<https://www.coachingwithimpactproject.org/>

<https://www.instructionalcoaching.com/>

<http://learningforward.org>



# Mark your calendars

**Thursday**  
**February 10**  
**3 pm ET**

**Retaining  
Educators  
Through  
Transition**

**Thursday**  
**February 24**  
**3 pm ET**

**Communication  
and Collaboration  
in a Divided  
World**

Thank you!

