
Instructional Coaching

Education Committee

November 2024



We will...

COME PREPARED.

STAY PRESENT.

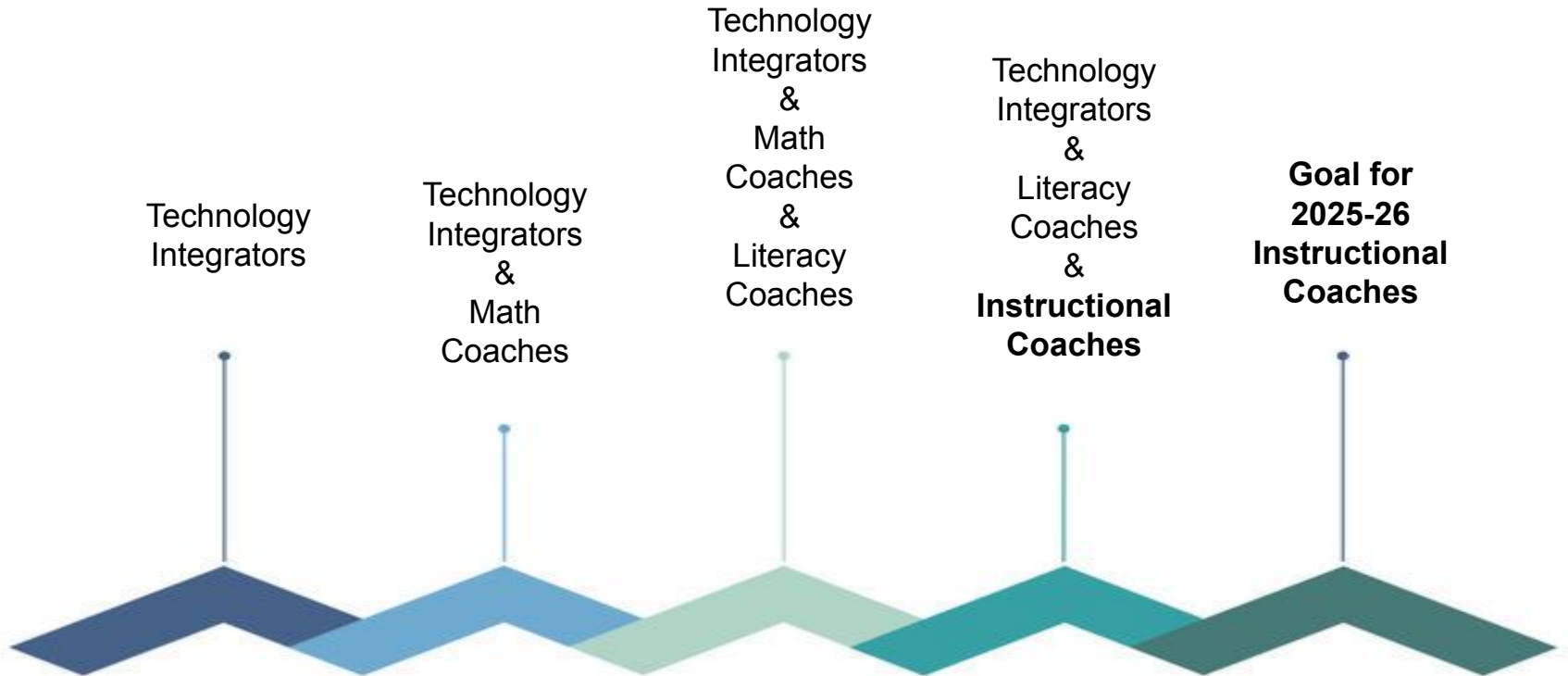
BE RESPECTFUL.

and always...

KEEP KIDS FIRST.



Evolution of Methacton Instructional Coaching



Methacton Instructional Coaching Core Values

Instructional coaching is...

- non-evaluative
- collaborative
- a partnership built on trust
- focused on expanding teacher capacity
- designed to enhance the growth and achievement of students

Collaboration

Trust

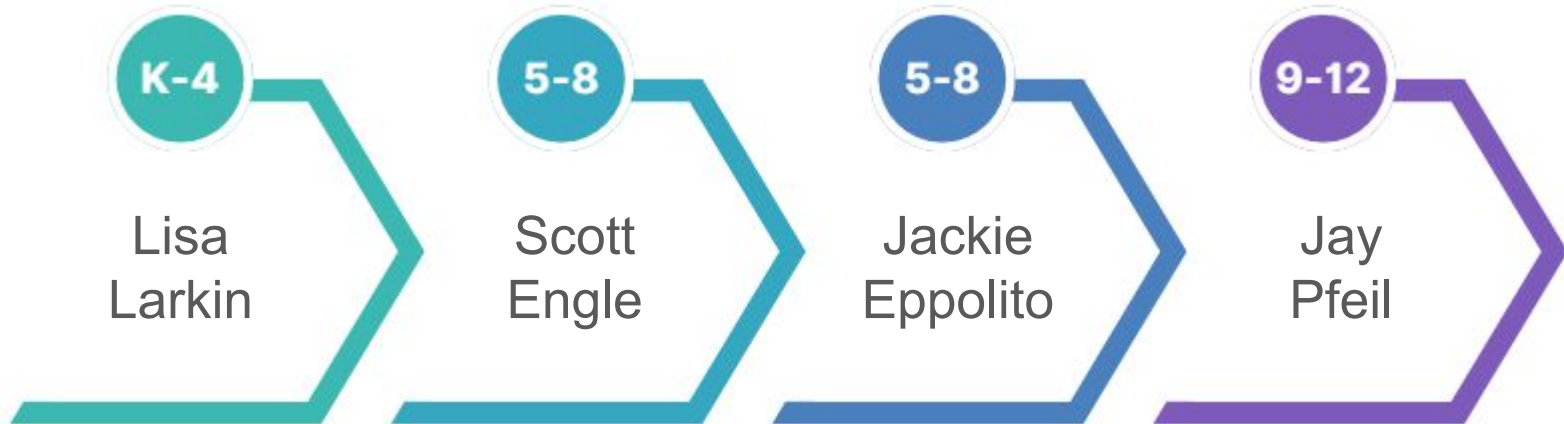
Reflection

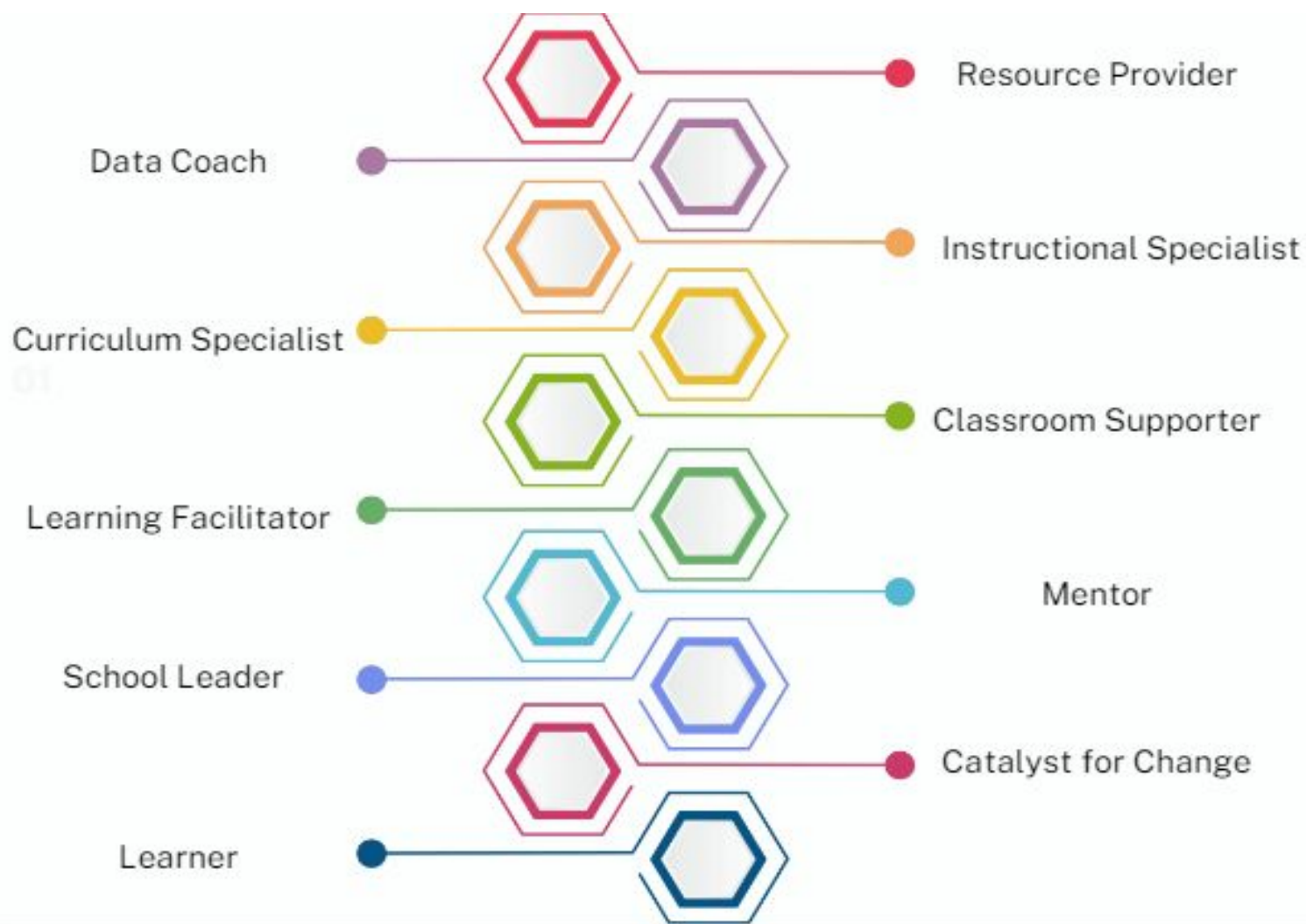
Why Instructional Coaching?

Components	Knowledge	Skill	Transfer
Study of Theory	10%	5%	0%
Demonstration	30%	20%	0%
Practice	60%	60%	5%
Peer Coaching	95%	95%	95%

Beverly Joyce and Bruce Showers

Instructional Coaches





Instructional Coaching Roles

Traditional Instructional Coaching - Year-at-a-Glance

- September/October- Relationship building and identifying needs
- October/November- Cycle work and professional learning sessions
- December/January- Resources/cycles continue/revisit data
- February- Instructional and classroom support
- March- Instructional and classroom support/revisit data
- April- Instructional and classroom support
- May/June- Wrap up cycle work/reflection

Instructional Coaching Data

Contacts with Individual Teachers	Group Sessions Facilitated	Contact with professional teachers in years 1-3	Contacts with tenured teaching professionals
406+	49	119	342

Data reflected through October 15, 2024

“10,000 hours in the magic number to greatness.”

Malcolm Gladwell, *Outliers*

“It is not simply 10,000 hours that makes us an expert at something. Practicing something incorrectly for 10,000 hours does not produce expertise. It is 10,000 hours of deliberate practice, along with guidance from a skilled coach or mentor, that leads to expertise.” - Daniel Goleman

Methacton Instructional Coaching Pilot

Pilot 2024-25	Implementation 2025-26
4 Coaches <ul style="list-style-type: none">• 1 at K-4• 2 at 5-8• 1 at 9-12	7 Coaches <ul style="list-style-type: none">• 2 at K-4• 3 at 5-8• 2 at 9-12
All enrolled in Kutztown Coaching Program	New coaches continue enrollment in the Kutztown Program (completion date target June 2026)
All participate in MCIU Coaching Mentor Collaborative (CMC)	All participate in MCIU CMC
	Facilitating Induction sessions for year two inductees

