

Coaching for Mentors Training

COACHING FOR MENTORS

How to facilitate transformative coaching conversations to develop effective, self-directed, and reflective teachers

Workshop Context:

Learning to be an effective mentor for new teachers is important work, yet it doesn't come easy! Some very successful, experienced teachers find themselves frustrated or unskilled when it comes to mentoring a new teacher. Some teaching capacities are so innate in us that it's hard to tease out what works so successfully and how to replicate it.

In this training, Jenna will share research-based and immediately implementable coaching moves and strategies *proven* to elevate a new teacher's thinking and teaching practice. Participants will learn about building trust-based coaching relationships, the various coaching stances along a continuum, and they will learn and practice basic coaching protocols for lesson planning, observation, and reflection. Foundational coaching skills will also be taught, modeled, and practiced by participants both in isolation and as such fit together during natural coaching conversations.

Workshop Description:

This training is an interactive workshop and can be adapted for either in-person or remote attendees. It can also be adjusted for shorter sessions of 2-3 hours and/or for multi-day trainings. Participants are invited to ask questions and actively engage in the training. They will practice and role-play with other attendees, either in person or via break-out rooms, to develop their skills with the research-based strategies taught in order to gain the confidence to implement these tools *immediately* into their own coaching routines. Either in-person or remote, participants get immediate responses to their questions and feedback on their practice.

1-Day Coaching for Mentors *Sample Training Agenda*

OPENING

Morning Session 1:

Philosophical Foundations

- 1) The intent of transformational coaching
- 2) Coaching as a learning system

Building Trust-based Relationships

- 1) Establishing and maintaining connection
- 2) Verbal and non-verbal elements of rapport
- 3) Growth mind-frame

Morning Session 2:

The Coaching Stances

- 1) Identifying shared purpose
- 2) The coaching continuum

The Coaching Cycle

- 1) Planning
- 2) Observation / Analysis
- 3) Reflection

LUNCH

Afternoon Session 1:

Foundational Moves

- 1) Pausing
- 2) Paraphrasing
- 3) Reflective Inquiry

Afternoon Session 2:

Application and Practice: Pausing & Paraphrasing

- 1) Model
- 2) Role Play

Application and Practice: Pausing & Reflective Inquiry

- 1) Model
- 2) Role Play

Reflections and Commitments

CLOSING