

Supporting and Sustaining Peer Coaching

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How is coaching like/not like
a garden?



Welcome to Our Garden

“Imagine your workplace as an award-winning garden — a place where you nurture knowledge and success. A place where people grow and learn from one another by sharing best practices.”

-Josh Little

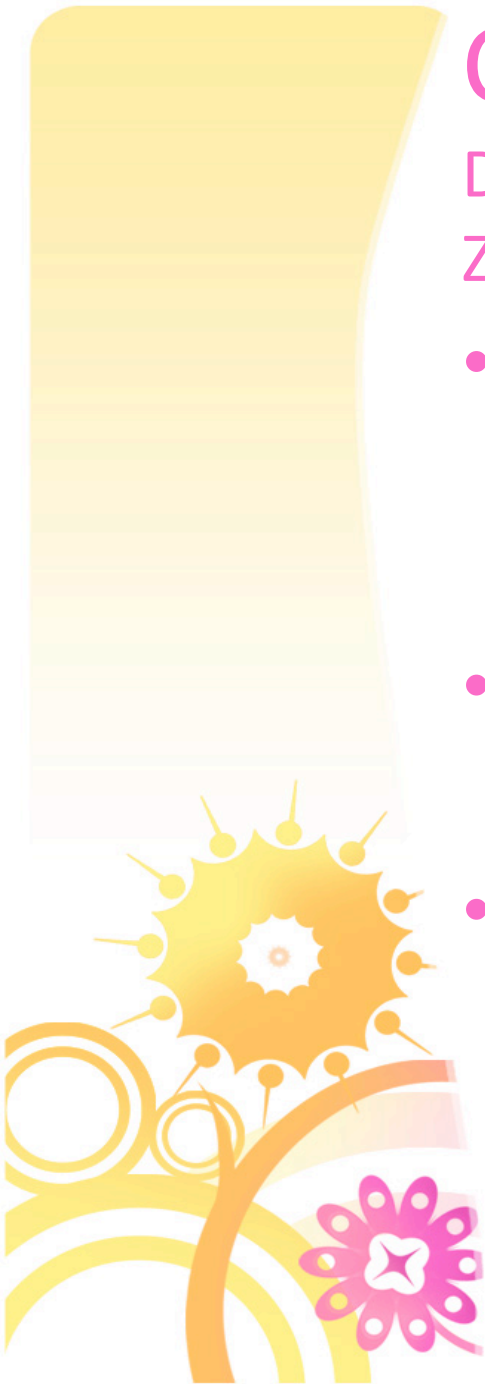
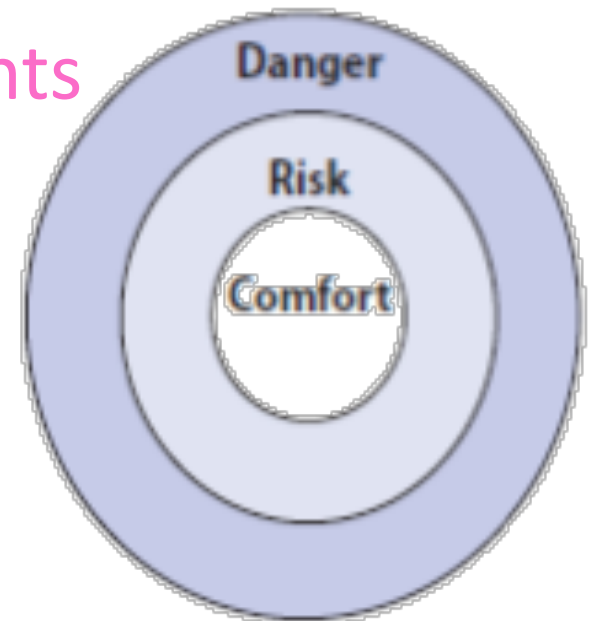


5 Tips for Knowledge Gardeners: How to Grow a Collaborative Learning Community, April 2010
<http://www.learningsolutionsmag.com/articles/443/>

Cultivate Fertile Soil

Deepening Coaching With Collaboration Zones

- **Comfort Zone-** No tension, at ease with the topic and can navigate the rough spots
- **Risk Zone-** open to learn more and explore new viewpoints
- **Danger Zone-** Full of fear, defenses and desire to escape





Your Zone Map

- Quick write- activities and affective domains you do as a coach or collaborator
- Draw your zone map
- NSDC Tool Handout



Consultancy Triads

- Presenter: ***Describe*** your zone map and ***dilemma*** represented
 - identify if the dilemma is in your danger zone or someone else's
- Group ***listens***, paraphrases clarifies and probes to offer feedback
- ***Repeat*** until all group members have presented their work

Plant Good Seeds

When building a knowledge garden, your reputation is on the line. Expert gardeners aren't willing to jeopardize their reputations with low quality seeds and you shouldn't either.



Flower Power

- Read Coach Issues Handout
- 4 corners
- Flower Chart Huddle “Petal writing”
- Share and record key themes in the pot
- Share to the group





Fertilize: Coaching Impact

- Coaching heavy vs. coaching light
- Student artifacts with rigor



Three Level of Text

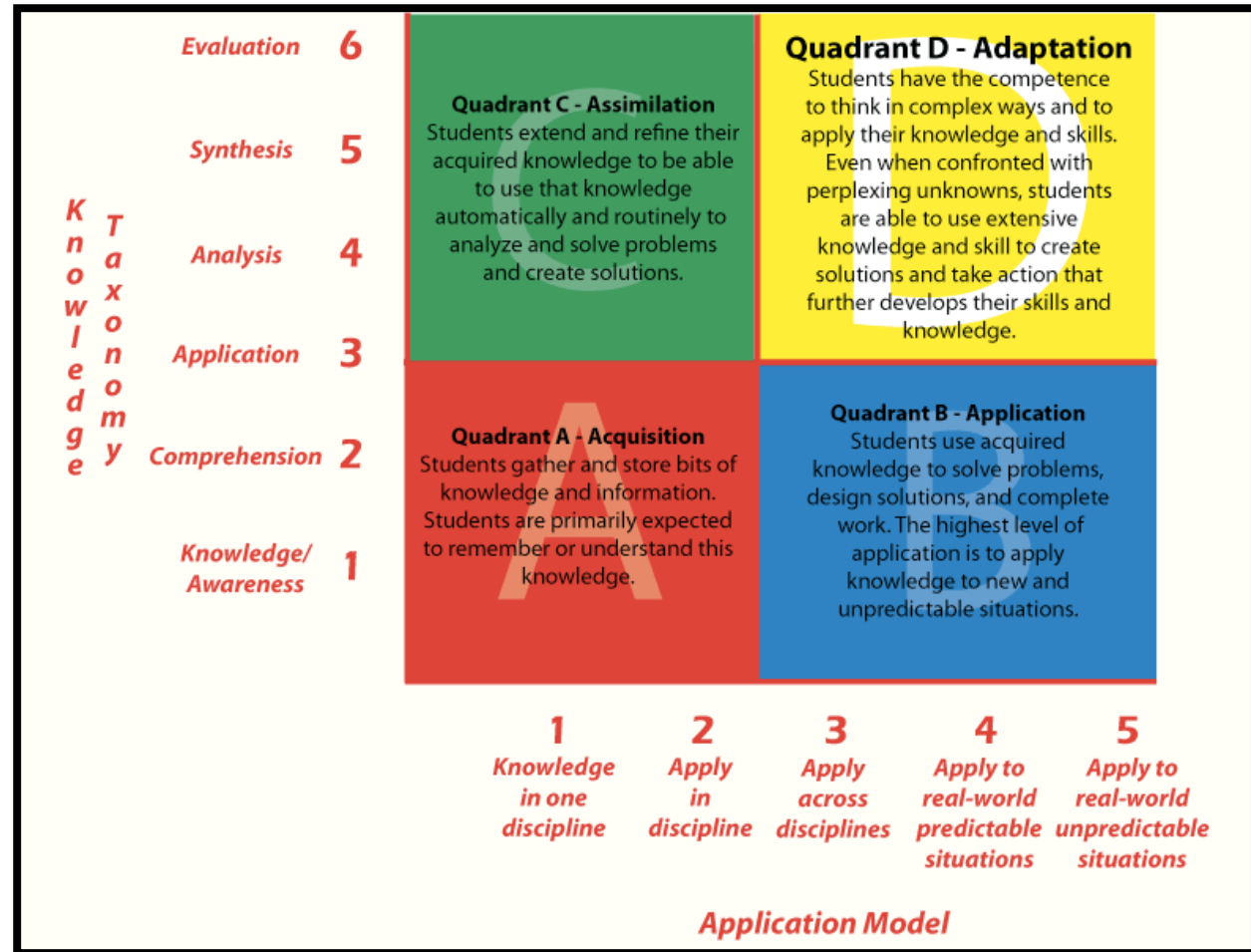
- Read Article (10 mins)
- Sentences (2 mins)
- Phrases (2 mins)
- Words (1 min)
- Discussion (10 mins)
- Debrief (5 mins)



Transforming Knowledge

- Beyond repackaging existing information
- Rigorous Content
- Bloom's Taxonomy

Rigor and Relevance



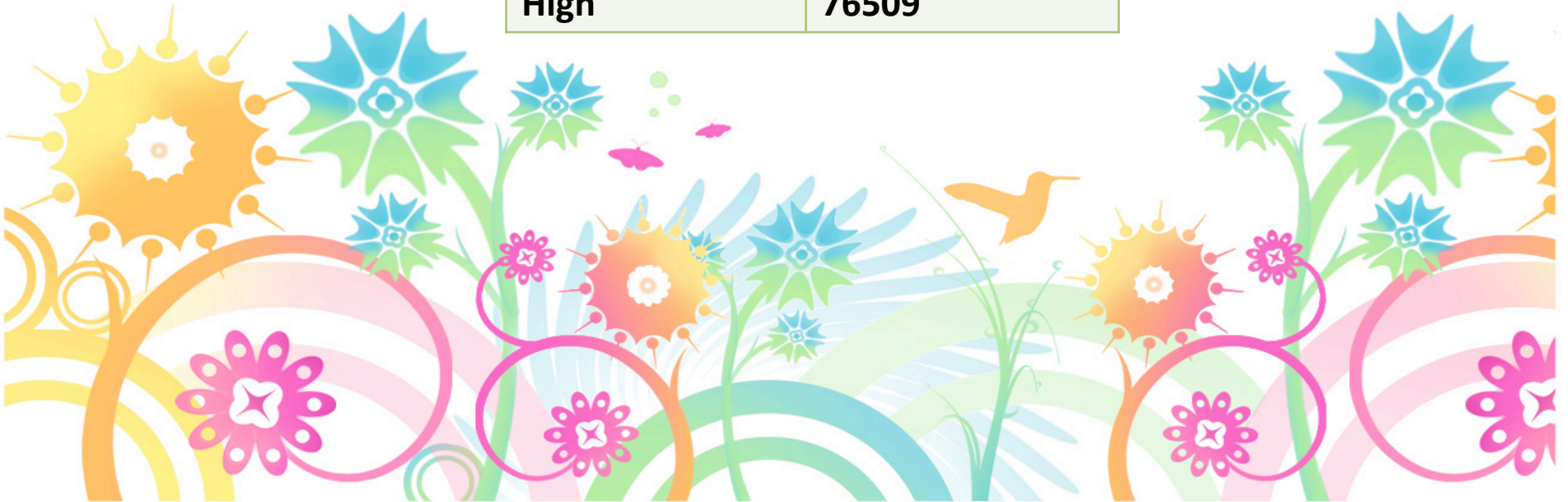
Developed by staff of the International Center for Leadership in Education

We Are Just Americans

http://www.digitales.us/story_details.php?story_id=84

Poll Everywhere Text to: 22333

Low	76499
Medium	76504
High	76509



Sir Edmund Hillary

<http://www.xtranormal.com/watch/377011/>

Poll Everywhere Text to: 22333

Low	83576
Medium	83579
High	83580



Fertilize

Expert gardeners know that sometimes bumper crops need a little help. The same is true when it comes to our knowledge garden. Celebrate and share your successes. Give people a reason to be involved. A little fertilizer will pay off great dividends in the harvest.



Coaching Impact

How do you know coaching is working?

- How do you **SHOW** it? (*artifacts*)

Glog

- How do they **SEE** what is successful?
observations, videos, student work

- How do you **TELL** that to others?

Vuvox, videos, discussions

- Handout



Coaching Impact

- What will YOU show, tell and see?
- Team sharing
- Contribute your team's ideas to the Google Form

<http://tinyurl.com/impactchart>



Continuing the Conversation

Building the Arizona
Coaching Community

<http://www.azcoaching.wikispaces.com>



Eliminate Weeds

Weeds are inevitable. They rob energy and nutrients from the plants that will yield.

Walk the garden and pluck the weeds. A weed may open the door for more discussion and sharing.



The 4 A's Protocol

Creating meaningful Dialogue handout

- Assumptions
- Agree
- Argue
- Aspire to Apply



Nurture the Garden

"By nurturing a knowledge garden, you can increase the yield of your collaborative learning community."

-Josh Little

