

Instructional Coach Implementation Plan

Module 1: March 23

- a. Week 1: Identify and communicate role of IC to those selected by campus leadership.
- b. Dean identifies 5-7 instructors for the IC to work with during the course of 5 modules.
- c. Week 1: Communicate vision and purpose for the role to the campus
- d. Weeks 2-3: IC Develops relationship with 5-7 selected instructors
 - a. Focus
 - a. Identifying Strengths and Weakness and discussing positives with instructors
 - b. Identify instructional area that needs the most improvement for each
 - c. Setting tentative goals and plans for identified instructors
 - d. Goals aligned with 4 Pillars of Effective Instruction
 - e. Relationship building with instructors
 - f. End of Week 3: Modesto IC 1 day intensive training with Director of Academic Training.
- e. Week 4: Lancaster and Hesperia ICs receive 1 day intensive training with Director of Academic Training.
- f. Week 5: Final Preparation, continued relationship building with instructors.

Module 2: April 27

- a. All IC candidates teach one class and utilize the remaining hours for coaching purposes.
- b. Minimum Expectation of IC: weekly meeting and weekly observation with each instructor.
- c. Week 1: Communication of Goal and Training Plan, Observation
- d. Weeks 2-4: Debrief of previous week, continued coaching/modeling/training, Observations
- e. Week 5: Assessment of goal, determination if more training/observation is needed or whether instructor has showed observable improvement.
- f. Week 5: At the discretion of the IC, additional coaching may continue or a new goal will be established for the next module and steps a-e are repeated.

Academic Dean Responsibilities

- a. Weekly meeting with IC for support, training, resources, follow-up
- b. Review goals and provide feedback
- c. Summative assessments of improvement through quarterly eObservations, utilizing the feedback from the IC to ensure a honed focus.
- d. Assessment of effectiveness of IC and providing corrective action if needed.
- e. Modular meetings with Director of Academic Training for support, training, and accountability.

Instructional Coach Training Plan

- 1) Vision/Focus
 - 1) Understanding the Role
 - 2) How this role fits with the rest of the pieces on campus
 - 3) Boundaries and Best Practices
 - 4) Discussion of previous experiences
 - 5) StrengthsQuest (?): How to leverage strengths to affect change.

- 2) Communication Focus
 - 1) Motivation v. Ability when assessing instructors
 - 2) Crucial Conversations/Accountability
 - 3) Influence
 - 4) Ruby Payne

- 3) 4 Pillars of Effective Instruction
 - 1) Identification/Definition
 - 2) Purpose/Focus
 - 3) Methods of Assessment
 - 4) Setting SMART goals with Instructional Focus

- 4) Curriculum Design
 - 1) Lesson Planning
 - 2) Outcome Focus- Backward Curriculum Design
 - 3) Hands On/Minds off v. Hands On/Minds On
 - 4) Transferability
 - 5) Bloom's Taxonomy- higher ordered thinking