

CULTIVATING COACHING MINDSETS

Schedule a time to meet with each teacher individually in a comfortable situation and when it is convenient for the teacher to talk. Below is a suggested framework for the conversation.

Breaking the ice. Share with the teacher some information about yourself—your goals as a coach, your background (if new to the school). Talk with the teacher about his or her background, interests. Sometimes, there are pictures of grandchildren, vacation trips, or pets that can spark a short conversation.

Setting a goal. Establish the reason why you are holding these conversations: Get to know the teacher’s goals for the students; learn more about the students in the classroom and their strengths and needs.

Suggested questions:

- What are your goals for your students this year? (Think about broad goals of the reading program.)
- What are the skills and abilities of students in terms of achieving the goals? How can I help you learn more about your students? What strategies/approaches seem to work for you and help you achieve your goals?
- What resources would be helpful to you?
- In what ways can I be helpful?

Figure 5.2: Questions for an initial conversation with teachers.

Source: R. M. Bean. (2015). The Reading Specialist: Leadership and Coaching For Classroom, School, and Community. New York. Reprinted with permission of Guilford Press.

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