

Guiding Change, Impacting Quality

TA COURSE



Welcome!

- ▶ Who is Participating?
- ▶ Newcomers?



Topics Covered: Day Two

- ▶ Day One Revisited

- ▶ TA **Energize** Competencies

- ▶ Inspire Professional Conferencing
- ▶ Stretch Observation and Assessment ← *Cultural Competence*
- ▶ Reflective Practice

- ▶ **The Role of Evaluation in the TA Process Competencies**

- ▶ Planning and Conducting Assessments
- ▶ Tracking TA Progress and Outcomes
- ▶ Using Data to Inform Revisions to the TA Process



Coaching Quotes

- ▶ **Take** a fortune cookie.
- ▶ **Read & share** your quote with others.
- ▶ **Think** about how the quote relates to your experiences as a coach or TA Specialist.
- ▶ **Revisit Day One.** Brainstorm a list of competencies needed to be an effective coach.



Effective Coaches

- ▶ Are responsive and reflective
- ▶ Share backgrounds, knowledge and experiences
- ▶ Adopt a professional code of ethics
- ▶ Are goal oriented and solution focused
- ▶ Define clear roles for themselves and mentees
- ▶ Work jointly on goal setting
- ▶ Provide timely feedback
- ▶ Use strategies to navigate conflicts
- ▶ Are empathetic-try to understand and validate mentee experiences and perspectives
- ▶ Build on strengths
- ▶ Embrace diverse culture and beliefs

The Coaching Process

- a. **PRE-CONFERENCE**
- b. **THE CYCLE**
- c. **GOAL SETTING**
- d. **OBSERVATION**
- e. **FEEDBACK**



Professional Conferencing Process

TA Guide-Section 1, Subdomain 1.3 (page 16).

Find competencies related to professional conferencing.

- a. **Pre-Conference**
- b. **The Cycle**
- c. **Goal Setting**
- d. **Observation**
- e. **Feedback**



Pre-Observation Conference

Where should
we go?



How should we
get there?

What's this ride
going to be
like?

Pre-Observation Conference

What Coaches Can Do

Learn more about the make-up, values and culture of the learners in the classroom

Ease tension and anxiety about the observation

Lay the groundwork for a productive post-observation conference.

What Mentees Can Do

Identify needs and goals

Gain clarity about the observation.

Coaches & Mentees Can

Select a focus for the observation

Agree on an approach, a recording method (observation, videotape) and a time

Set time for post observation conference

Build a trusting relationship

Professional Conferencing Guide

Handout



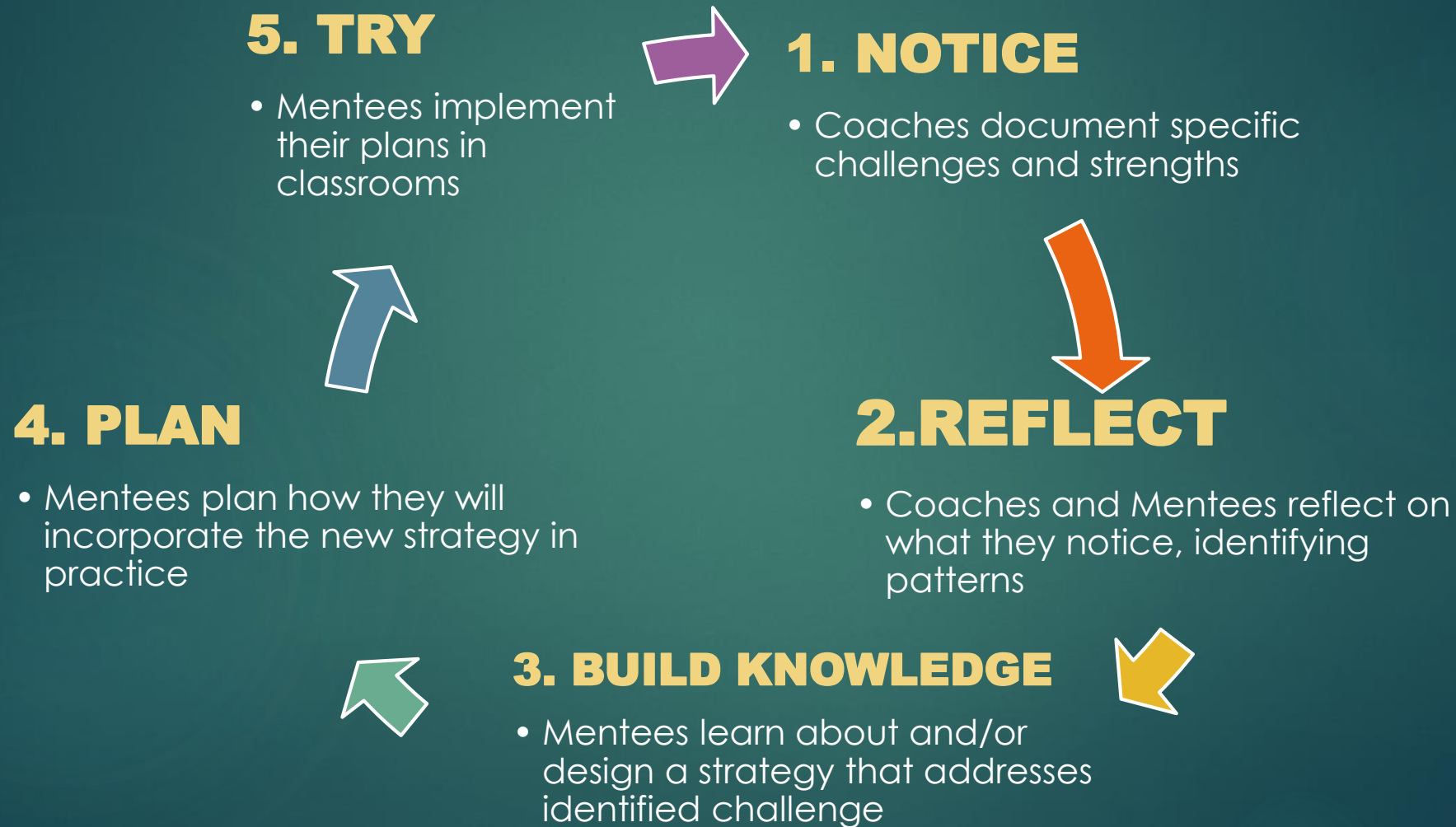
In Groups...

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What is the TA Cycle?

- ▶ Compare Handout and TA Guide 1.3
- ▶ Continuous Improvement Process Cycle vs. GROW Protocol
- ▶ 3 Steps of Coaching

Continuous Improvement Process



Goal Setting

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- ▶ Think about the **GROW: Shared Coaching Plan Handout** discussed on Day One
- ▶ Read **Step 1** in the Professional Conferencing Guide
- ▶ Watch the Video
- ▶ Reflect and Discuss



Professional Conferencing Guide

- ▶ Entry and Relationship Building
- ▶ Goal Setting and Action Planning
- ▶ Observation
- ▶ Debrief, Feedback & Reflection

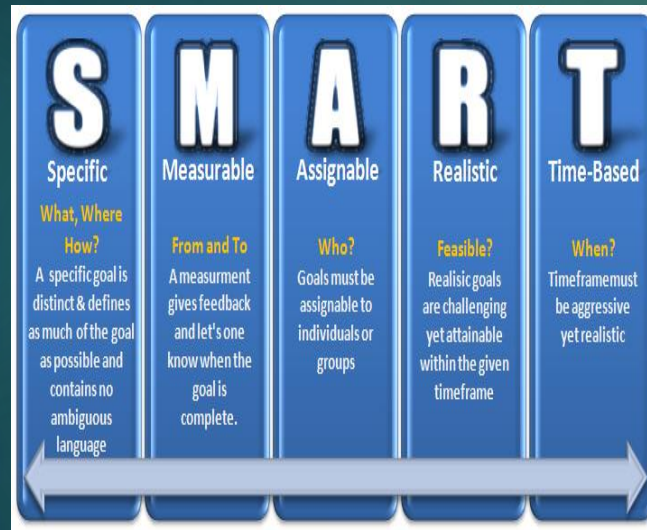


Video Viewing



In this video, Tyshawn talks about setting goals.

Goal Setting: Coaching Questions



- ▶ What result are you trying to achieve?
- ▶ Why are you hoping to achieve this goal?
 - ▶ How can you word that goal more specifically?
 - ▶ How can you word this goal using positive language?
- ▶ What **outcome** would be ideal?
- ▶ What do you want to change?
- ▶ What's important to you at the moment?
- ▶ What challenges are you struggling with at the moment?
- ▶ What's your ideal future?

Getting to Outcomes: Coaching Questions



- ▶ How can you measure that goal?
- ▶ What is the outcome you're looking to achieve here?
- ▶ How will you know you have been successful?
- ▶ How can you break down that goal into bite-sized pieces?

Tips for Focusing on Goals

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- ▶ **Be explicit**
- ▶ **Make sure the steps to meet the goal are manageable**
- ▶ **Follow-up and encourage follow-through**
- ▶ **Restate the goal each time you meet to maintain a shared focus.**
- ▶ **Look for moments of effectiveness that are small steps towards the goal.**
- ▶ **Review what has come before**
- ▶ **Link coaching goals to other required goal setting.**



Journal Reflection

- ▶ Identify 1 or 2 **takeaways** from the Goal Setting review.
- ▶ Describe 1 or 2 **implications** for your work as a coach or TA specialist.



Five Minute Stretch Break

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Read

Step 2

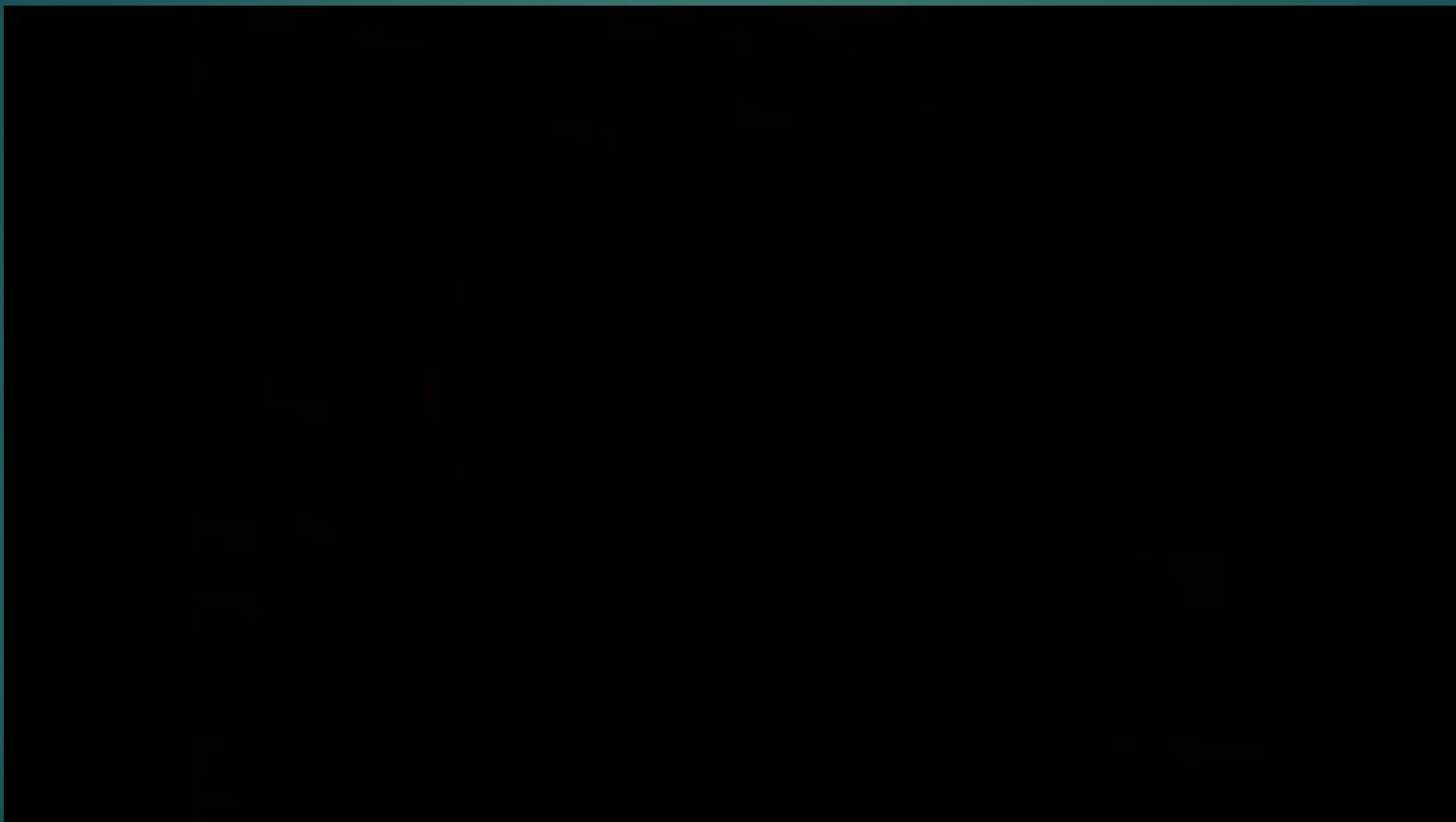
Observation and Analysis



Video

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www.earlychildhoodassociates.com



Observation



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- ▶ **What are your experiences with observation and professional conferencing?**
- ▶ **How do they compare to those depicted in the video clips?**

Observation Tips

STICK TO THE PLAN

DOCUMENT

CONDUCT ANALYSIS OF THE OBSERVATION

Post Observation



It is tempting to provide immediate feedback at the conclusion of the observation; however, taking the time to analyze observation data and to think about the conference to follow increases the success and power of the ..cycle

Post Observation Analysis



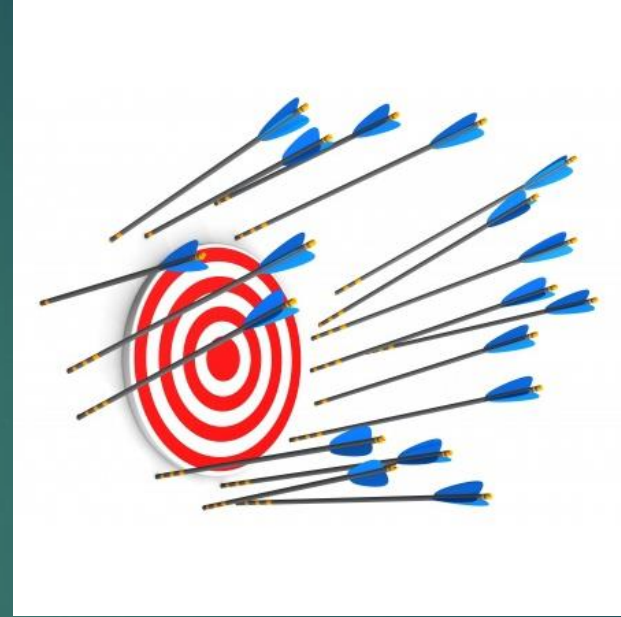
Critical Incidents



A coach observes a mentee helping a child write a letter (an example of the mentee's growth). And concludes the mentee knows how to support children's writing.

But later on, the coach observes the same mentee giving children worksheets to practice repeatedly forming the letter "d", (a challenge for the mentee).

Missed Opportunity



A mentee whose teaching goal is to extend conversations with children by asking open-ended questions effectively during a book reading activity but may fail to engage children in a similar way in the block area or at lunch.

“ One of the hardest tasks to learn is to suspend pre-judgment, to become acquainted with one’s own defense mechanisms, to correct for expectations and preconceptions so as to be able to “see” and “hear” more accurately what is going on. ”

EH SCHEIN, 1997



Cultural Competence

“Having an awareness of one’s own cultural identity and views about difference and the ability to learn and build on varying culture and community norms of children and families. It is the ability to understand the within group differences that make each child unique while celebrating the between group variations that make our country a tapestry. This understanding informs and expands our teaching practices..” (NEA 2013)



Observer Bias

Common Observer Biases

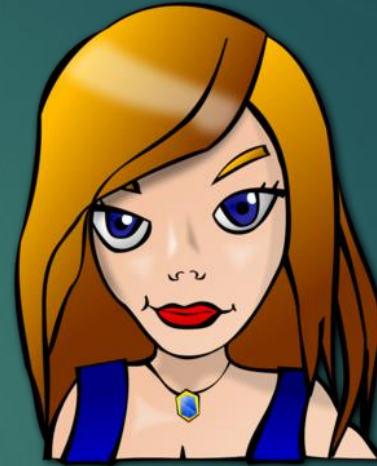
- ▶ Halo Effect
- ▶ Horns Effect
- ▶ Middle of the Road Effect

To Overcome or Minimize Bias

- ▶ Become aware of the lenses you bring
- ▶ Talk about beliefs and values with proteges
- ▶ Use formal observation tools that give observers objective criteria
- ▶ Follow guidelines for accurate and objective recording

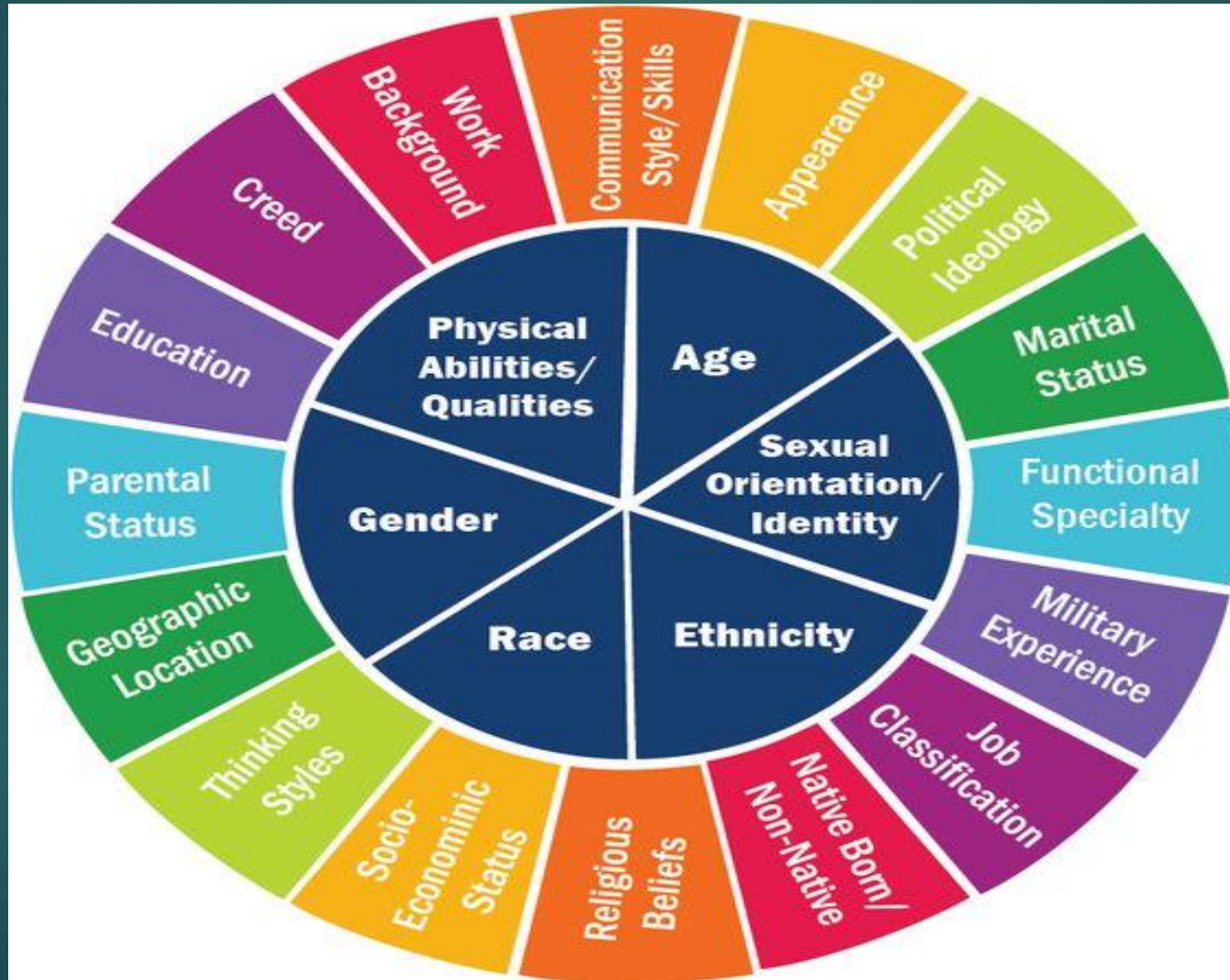


Case of Rhoda & Yvonne



- ▶ What are some biases that have surfaced when you were observing a mentee?
- ▶ How did you minimize the effects of bias on your observations?

Dimensions of Diversity Wheel



Reflection

Do I demonstrate an open attitude by avoiding quick judgments, tolerating ambiguity and complexity and exhibiting patience and inquiry?

Do I have resources to get this information?

Do I realize that others may have needs and expectations that are not expressed directly?

How well do I tolerate ambiguity and difference? What situations make me uncomfortable?

Do I know enough about other cultures that I am engaged with to understand their social interactions?

Do I challenge assumptions and consistently recognize the values, attitudes, beliefs and behaviors of others?