

## Coaching Resistors

“Through their words and actions, resistors communicate to anyone listening that the educational philosophy and associated classroom practices that the coach is suggesting are not workable options for them.” In effect, they shut the door in the face of the coach.

Their characteristics include:

- Overt resistance: anger, resentment
- Covert resistance: strong avoidance behavior (scheduling conflicts preventing observations, excuses for not attending meetings)
- Lack of engagement
- Dramatic refusals
- Verbal acknowledgement of disagreements with the coach
- Uncooperative
- Demonstrates an “attitude”
- Disdain for new practices

Try to uncover the real reason for the resistance.

- Fear, frustration or anger
- Feeling threatened.
- The teacher may not have the skills and resists having you know that.
- An illness or personal issue that is draining energy and motivation
- Cynical because s/he may have lived through many initiatives that came and went throughout the years

What to do?