



Coaching Teams: Building Collective Efficacy



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5-Second Rule

<p>Coaching Books</p> 	<p>Coaching Websites</p> 	<p>Team Building Ideas</p> 	<p>Professional Learning Activities</p> 	<p>Coaching Strategies</p> 



Session Goals

- Coaches will examine the research on collective efficacy and student achievement.
- Coaches will integrate Domain D from the Florida Literacy Coaching Domains and Standards to support their knowledge of collaborative cultures.
- Coaches will implement two strategies aimed at supporting effective teams.



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Coaching Teams: The WHY?

**Teacher efficacy impacts how a school functions.
Educators' efforts are enhanced especially when they
are faced with difficult challenges.**





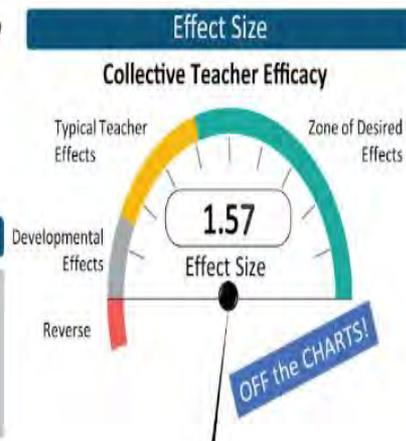
Jigsaw: Collective Efficacy Research

- 1) Locate Handouts #1 and #2.
- 2) Number off 1-4 at your table.
- 3) Read your section independently.
- 4) Share key points at your table.

Collective Teacher Efficacy

What is Collective Teacher Efficacy (CTE)?

Collective Teacher Efficacy is the perception of a group of educators about their ability to positively affect student learning.



What is **collective efficacy** and why is it important to student achievement?



Framework for Thinking and Working Like a Coach





Levels of Coaching Intensity: Differentiation

<p>Level 1 Building Relationships</p> <p>Building Trust Opening Doors</p>	<p>Level 2 Analyzing Practice</p> <p>Collaborating and Thinking Together</p>	<p>Level 3 Transforming Practice</p> <p>Engaging in Reflection Making Teaching Public</p>
<ul style="list-style-type: none"> • Assisting with assessments • Providing teachers with resources • Establishing norms for Professional Learning Communities (PLCs) • Setting goals with teachers or teams 	<ul style="list-style-type: none"> • Facilitating teams • Analyzing data together • Co-planning lessons • Analyzing student work with teachers • Presenting professional learning 	<ul style="list-style-type: none"> • Co-teaching lessons • Modeling and discussing lessons • Conducting coaching cycles • Reflecting on student learning and instruction



Coaching Teams: The WHAT?

The Florida Literacy Coaching Domains and Standards provide guidance for facilitating and supporting teams.



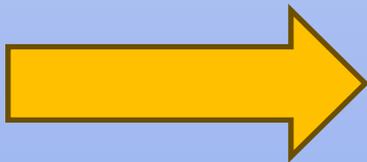


The Florida Literacy Coaching Domains and Standards

Domain A

Domain B

Domain C



Domain D

Domain E



Highlight Huddle: Team Opportunities for Coaching

1. Huddle in teams of 2-3.
2. Review the Florida Literacy Coaching Domains and Standards: Domain D.
3. Highlight key words related to coaching teams.



Coaching for Collaboration



Steps to Building a Teacher/Coach Relationship

What are some important considerations for the coach's role as a community builder?

A significant role of successful coaches is that of a “...**community builder**, defined as the responsibilities for working both within and across teams of people to build or strengthen relationships. To successfully engage teachers in school-wide reform and facilitate changes in practice, literacy coaches spent much of their time creating, or improving, existing communication systems. They were critical in bringing together members of the school's PLC, serving as bridges among administrators, teacher teams and external partners (e.g., university, district). In this role, literacy coaches had to build trust among many people and finesse messages so that they made sense to specific audiences.”



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Coaching Teams: The HOW?

Leaders can intentionally build the conditions that support effective and collaborative teams.





Relationships in Schools

How can leaders promote collegiality?

T_____about _____.

Share _____.

O_____one_____.

Root _____.



Coaching Moves to Support Problem Solving

Steps to Reframing a Gripe Into a Goal

	<p>Reframing a gripe into a goal can help teams become open to solutions. By redefining a problem, we open new pathways to turn the impossible into the possible!</p> 	
Step	Action	Language Stems
1	Detail the concern or issue into one sentence.	<p>My frustration is that...</p> <p>My gripe is that...</p> <p>My difficulty is...</p>
2	Describe it with one sentence.	My real concern is...
3	State your concern as a wish.	What I'm really wishing for is...
4	Describe your wish as a goal. What do you want to make happen?	<p>Therefore, my goal is...</p> <p>Therefore, my goal is HOW to...</p>



Coaching Corner: Gripe to Goal

**Think of a team in your school.
What is a specific gripe expressed by this team?**

**How can you use the Gripe to Goal strategy to
support problem solving with this group?**





Facilitating Team Discussion Protocol

1. Begin at your assigned chart.
2. Respond to the question.
3. Move to the next chart at the signal.
4. Read the responses.
5. Respond to charts with comments or symbols such as !, ?, .

Chalk Talk



Coaching in Action

**Share one key take away
from today that you will
implement with teams to
build collective efficacy.**



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