

Identifying and Growing Your Successful Secondary Math Coach

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Introductions

Who are we?

- Who is hiring or grooming *building* level math coaches?
- Who is hiring or grooming *district* level math coaches?
- Who is a current math?

Who am I?

Objective

Use the design thinking process to:

- Take a fresh look at your coaching needs
- Build your ideal coach
- Update strategies for growing and nurturing that successful secondary math coach

What is Design Thinking?

“Design thinking is a different way of approaching the challenges we face. It starts off with really trying to serve people’s needs. It connects constraints with creativity, enabling us to look at old problems with new eyes and generate new possibilities.”

Tim Brown, CEO of IDEO

DT Process + Your Experience + Collaboration

=> Relevant & Effective Solutions

The Design Thinking Process

- Discovery – *deeply understand your need*
- Interpretation – *transform stories into insights*
- Ideation – *generate fresh ideas*
- Experimentation – *the prototype: bring your ideas to life*
- Evolution – *develop your ideas over time; communicate*

1. Discovery – *deeply understand your need*

- What do you need most from your coach?
 - What do you want to improve?
 - Areas of focus or change
 - How do you want to grow your building/district?

What do you need most from your coach?

- Leading a PD focus
 - Increase achievement
 - Focus on the gap -- strategies for ELL, diverse learners
 - Coaching new teachers
 - Build collaborative teams
 - Leading data-driven instruction
 - Improve school culture
 - Increase individualized learning through increased technology
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- Increase rigor
 - Integrating the Practice Standards
 - Support or roll out a district or building priority
 - Increase student engagement
 - Coaching struggling teachers
 - Planning support
 - Differentiation
 - Formative assessment
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1. Discovery – *deeply understand your need*

2. Interpretation – *transform stories into insights*

- Think about coaches and educational leaders who inspired and brought out the best in others; what worked?
- Think about a coach you've known where it really didn't work out; what got in the way?

What do you want to carry with you from these experiences going forward?

Insights from our collective experience:

Look for...

- Resilient
- Reflective
- Enthusiastic
- Curious
- Master teacher
- Math expertise
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Be cautious of ...

- Easily overwhelmed
- Too sympathetic
- Overcommitted => unfocused?
- Inadequate expertise
- Too quick to judge / assess
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2. Interpretation – *transform stories into insights*

3. Ideation – *generate fresh ideas*

- We've talked about what you need
- We've gained insights from our experiences
- Now let's brainstorm characteristics of the coach that will meet your specific needs,
or characteristics that need to become areas of growth for your current coach(es)

Who is your ideal coach?

Roles

- ▣ Instructional coach
- ▣ Content expert
- ▣ Instructional coach
- ▣ Provide resources
- ▣ Data coach
- ▣ Planning support
- ▣ Mentor
- ▣ Learning facilitator
- ▣ Catalyst for change
- ▣ Learner

▣

Knowledge

- ▣ Content
- ▣ Differentiation
- ▣ Diverse populations
- ▣ Engagement
- ▣ Rigor & rich tasks
- ▣ Assessment
- ▣ Instruction
- ▣ Impact of poverty
- ▣ SpEd / gifted learners
- ▣ Data analysis
- ▣ Coaching

▣

Skills

- ▣ Presentation skills
- ▣ Classroom management
- ▣ Interpersonal
- ▣ Manage emotions
- ▣ Planning
- ▣ Team dynamics
- ▣ Technology
- ▣ Communication
- ▣ Professional dress and behavior

▣

Qualities

- ▣ Integrity
- ▣ Confident
- ▣ Trustworthy
- ▣ Listen
- ▣ Open minded
- ▣ Reflective
- ▣ Positive
- ▣ Inquisitive
- ▣ Organized
- ▣ Reliable
- ▣ Dedicated
- ▣ Enthusiastic
- ▣ Empathy

▣

Values & Beliefs

- ▣ Believe all teachers mean well
- ▣ Believe all students can succeed
- ▣ Listening
- ▣ Believe all have valuable contributions
- ▣ Reflection
- ▣ Humanity
- ▣ Community
- ▣ Respect
- ▣ Communication

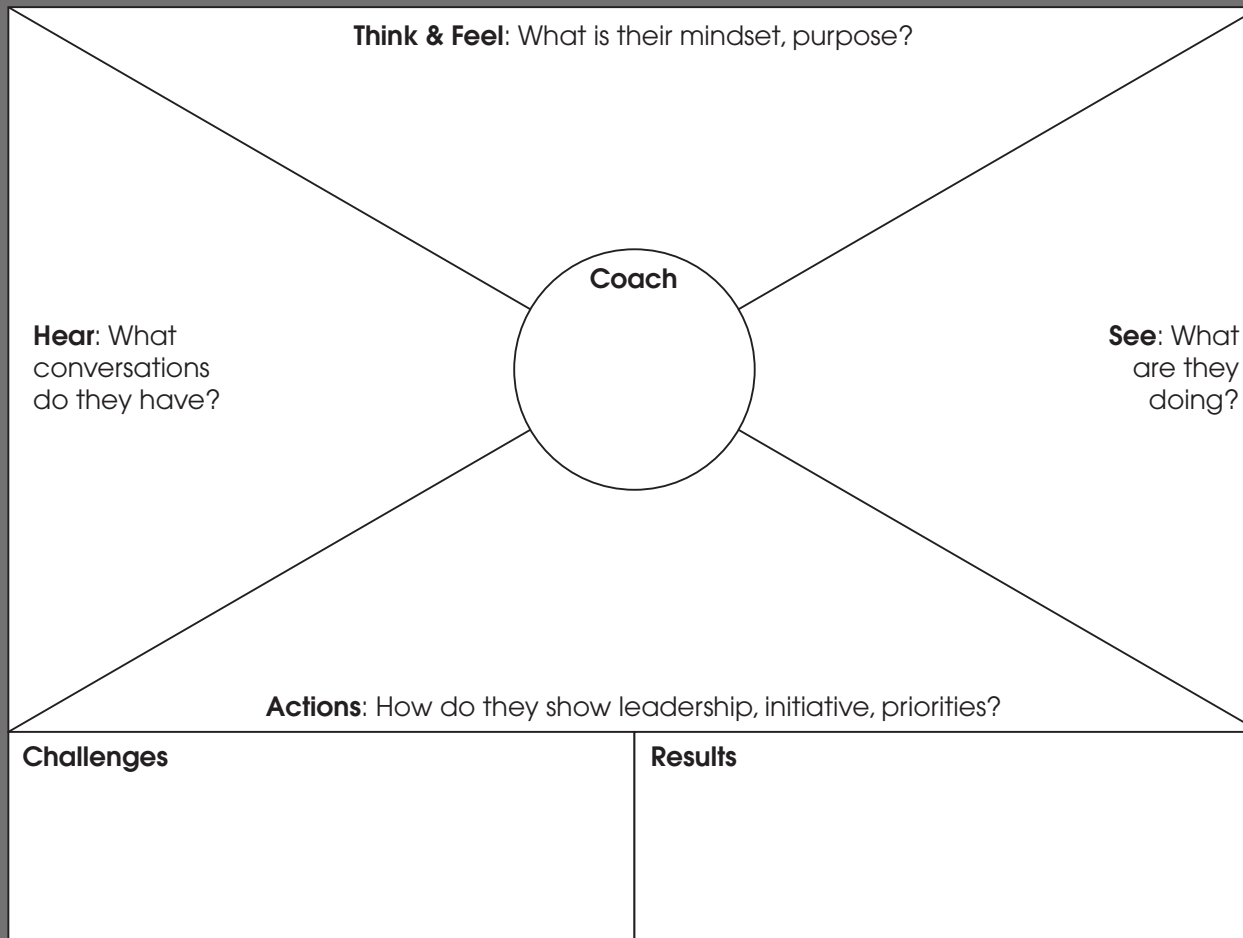
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3. Ideation – *generate fresh ideas*

4. Experimentation – the prototype: *bringing your ideas to life*

- Now we're going to synthesize what we've figured out so far, and use this synthesis to focus next steps – finding and growing our coaches
- Let's take a look at what we've done so far
 - Circle each critical need from step 1 - Discovery
 - Circle key insights from step 2 - Interpretation
 - Circle critical characteristics from step 3 – Ideation
- Now we're going to build our prototype

Your ideal coach



4. Experimentation – the prototype: *bringing your ideas to life*

4. Experimentation – the prototype: *bringing your ideas to life*

- Now that you have designed your ideal coach, let's think about growing and retaining them
 - How do you grow coaches?
 - How do you nurture coaches?
 - Are there other considerations or activities that are just best practices for coaching?

How will you grow and nurture your coach?

Growing activities

- PD or training for them (locally, at conferences, book studies)
- Mentors
- Time with peers
- Collaboratively created process for areas of development
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Nurturing activities

- Time for reflection
- Time for planning
- Learn their professional goals – support 1
- Areas to grow – support 1
- What do they need to refuel? Can that be supported at least partially?
- What do they need to thrive (from work space, to the work itself, to the work environment)?
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4. Experimentation – the prototype: *bringing your ideas to life*

5. Evolution – *develop your ideas over time*

- Ongoing process – do this again with the stakeholders to take in everyone's perspectives
- Track your learning – and keep coming back to this
- Collaborate and communicate with those who can support your ideas and process

Wrapping Up

- Reflect – be sure you've recorded enough information that you'll remember your thinking and learning
- Resources – Handout p.1 (bottom)
- Feedback – ½ sheet
- PPT, handout, template are uploaded – please share

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