

TIPS FOR ADMINISTRATORS

Characteristics Of A Collaborative Partnership

Relationship-Building Strategies for Coaching

A successful partnership relies on many elements. When using any of the coaching forms or strategies, it is good to remind ourselves of the underlying foundation of trust and shared understanding that are needed for undertaking the risky business of trying out difficult new strategies.

SHARED UNDERSTANDING ABOUT THE GOALS OF COACHING

Collaboratively set and affirm coaching goals.

SHARE FOCUS ON PROFESSIONAL DEVELOPMENT:

Begin from a place that identifies and focuses on strengths:

- Skills and Abilities
- Clear performance expectations
- Training
- Timely, regular feedback

BUILD RAPPORT AND TRUST:

Spend time creating authentic relationships through:

- The 10-minute check-in: How are you? Anything I can do?
- Regular individual meetings - not for performance review
- Remember that: "People don't care how much you know until they know how much you care"

ESTABLISH CHOICE

Share control of professional development topics and direction.

ONGOING COMMUNICATION AND SUPPORT

Establish consistent, transparent, honest communication.

CELEBRATIONS

Recognize and celebrate milestones

Skillful teaching takes years to master. There are always areas for growth. The primary goal of supervision is to increase teacher's capacity to reflect on their own practice, self-assess, set goals and monitor for continuous improvement.

Adapted from: Learning-focused Supervision: Assessing and Developing Professional Practice Using the Framework for Teaching
Laura Lipton and Bruce Wellman