

Impact of Instructional Coaches at Brooklyn Public Schools

“Coaches are ‘linchpins’ for successful change in school. Without coaches to provide precise instructions, to model in the classroom, to provide positive and motivating honest feedback, few new practices get implemented, and those that get implemented are usually implemented poorly. When teachers stop learning, so do students.”

- Jim Knight

Taylor Crawford, BMS Coach
Melissa Violette, BES Coach

Goals For This Evening



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- ★ Showcase how Instructional Coaches have impacted staff in the district.
- ★ Showcase how Instructional Coaches have impacted students in the district.
- ★ Share next steps/goals.

Ultimate Goal:

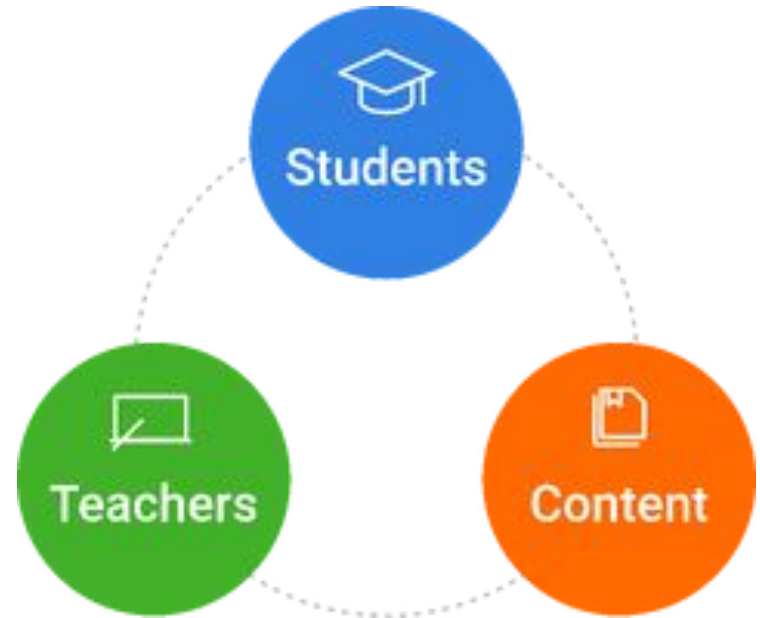
Impact all aspects of the instructional core to improve academic success.



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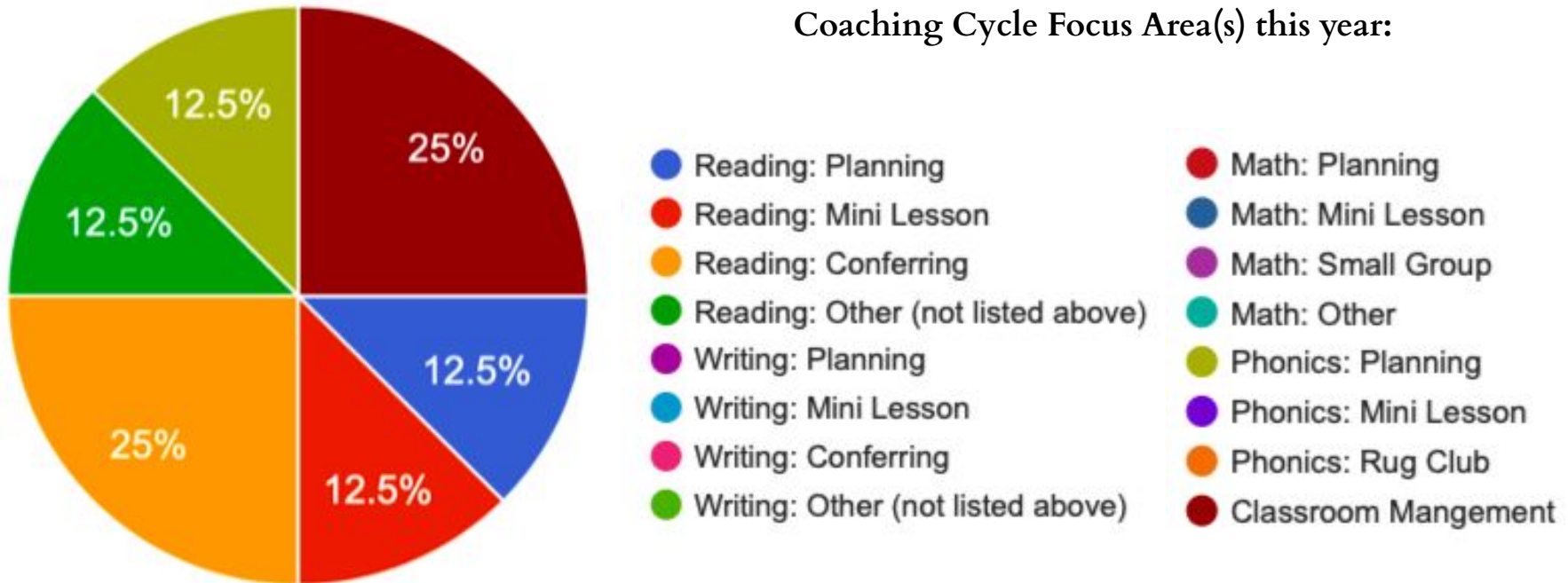


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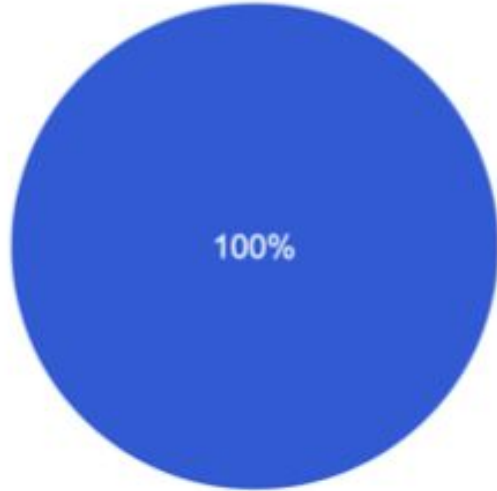
What does coaching look like at BES?



Coaching Cycle Focus Area(s) this year:



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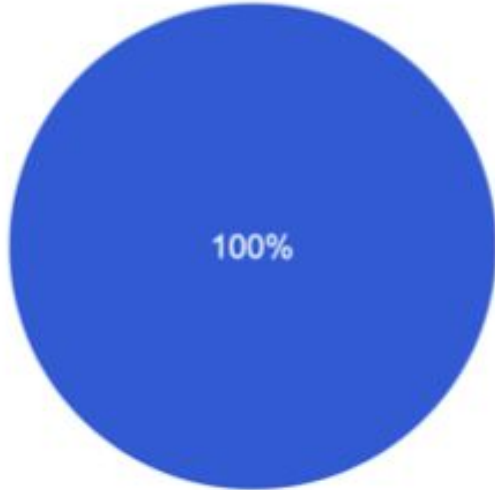
Did you achieve your specific coaching cycle goal?





-  Yes
-  No

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Did you find the coaching cycle to be beneficial?



-  Yes
-  No

What are the teachers saying?

- ★ Melissa has helped me in so many ways! She has provided useful suggestions and feedback after her observations and given me strategies and tools to help improve my teaching practice. She has modeled how to implement the strategies and walked me through handling classroom management and small group work. She is a wealth of knowledge regarding resources to use to differentiate and supplement curriculum as well as a supportive ear to listen when needed. (4th Grade Teacher)
- ★ Melissa has been an indispensable support to me in my first year of teaching. She always comes in my room with a big smile on her face and is happy to help in any area I need. Whether it's managing curriculum pacing, finding lesson resources or giving support on parent communication, my classroom couldn't have run as smoothly as it has without her. She pours her whole heart into our teaching staff and with that support, we are then able to fully pour into our students. We are so lucky to have her expertise and dedication at BES. (2nd Grade Teacher)
- ★ "Melissa has offered so much help to the teachers at BES. She has offered everything from quick and easy tips to large scale classroom changes that have really helped me personally. I think as someone who has been teaching for a few years with Melissa's help, that I am the teacher I am today because of all her help. Thanks Melissa!"
(Kindergarten Teacher)

What are the teachers saying?

- ★ "Melissa is an invaluable asset to our school system. She has significantly supported me in my role as a first year educator, through guiding me on classroom management techniques, supporting struggling students, and creating effective transitions to maximize learning time. Her positive attitude and willingness to assist have helped me tremendously!" (4th Grade Teacher)
- ★ Working with Melissa was a great experience. Although, I had asked her to help me with my reading lessons. She went beyond that and helped me with what she knew I needed. She knew the classroom rug seating was off and was getting in the way of my teaching. She went out of her way to make cards with my student's names and arrange them on the carpet. Seeing this visually helped us to know what worked and what didn't. During my first year of teaching, she was always there for whatever I needed. (3rd Grade Teacher)
- ★ Thank you for your feedback during cycles! The feedback was provided consistently and right away, and the strategies were realistic/helpful. (1st Grade Teacher)
- ★ I wanted to shout out Mrs. Violette for her exceptional support as instructional coach. Being new to the school, any time I have a question, need clarification, or help, I feel comfortable reaching out to her. Many times she answers my question on the spot, but if she does not know the answer she will find out and get back to me the same day. An example of her support is when I needed help for 2 students. Not only did she reach out to the student's previous school for me, she got the ball rolling on how I could assist the students in need. I am so grateful to have Melissa Violette as a resource in Brooklyn Elementary School. I look forward to working with her more in the future! Fondly, Sheena Martin



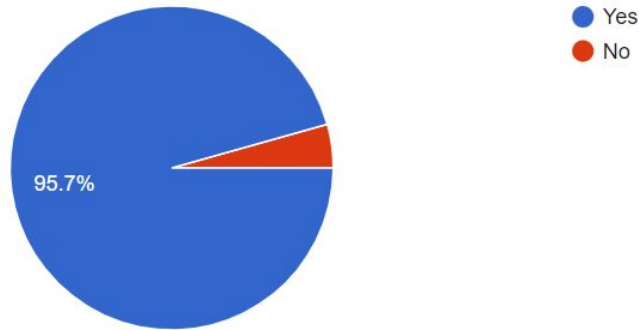
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Impact of Coaching on Staff at The Middle School

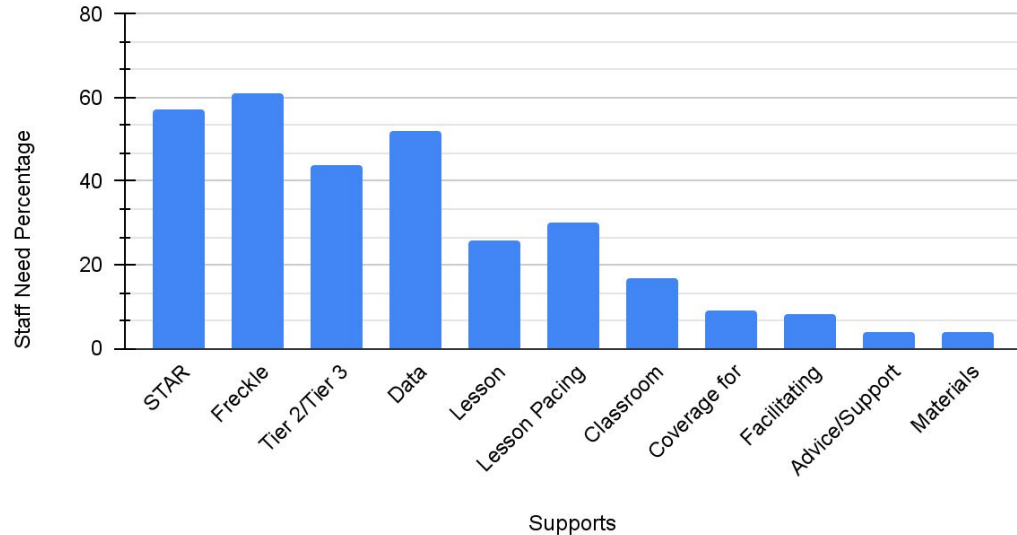
In the 2021-2022 School Year:

The instructional coach provided support to 96% of the staff.

Did I provide you with support this year?



Supports Provided as Reported by Staff Survey (21-22)





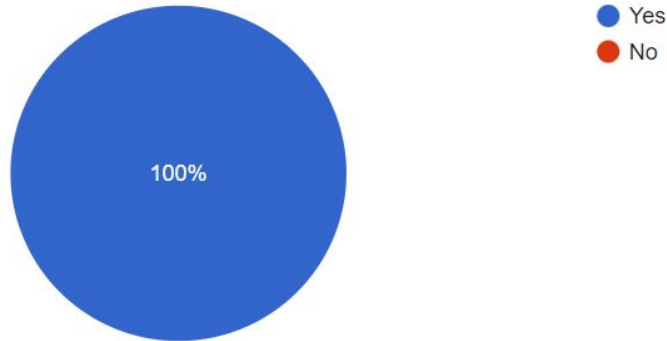
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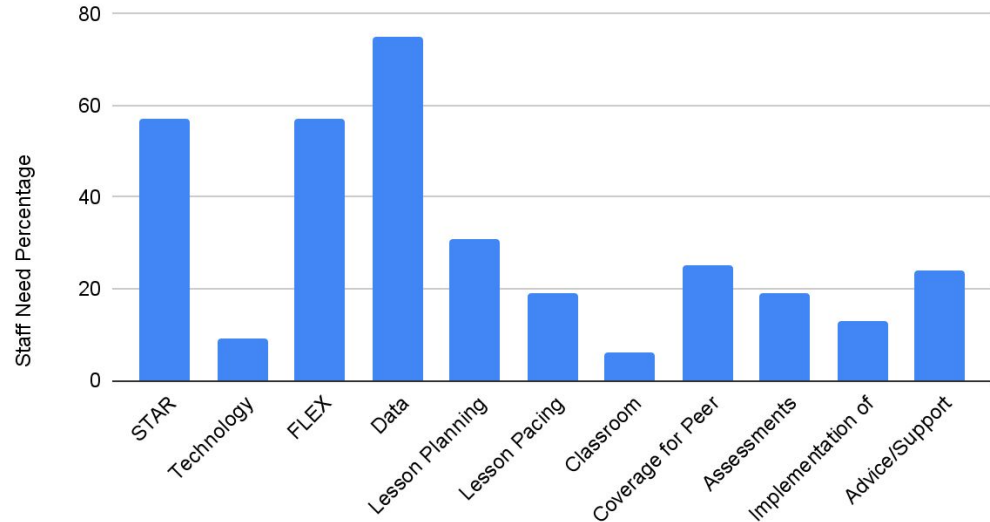
In the 2022-2023 School Year:

The instructional coach provided support to 100% of the staff.

Have I provided you with support so far this year?



Supports Provided as Reported by Staff Survey (Jan. 22-23)

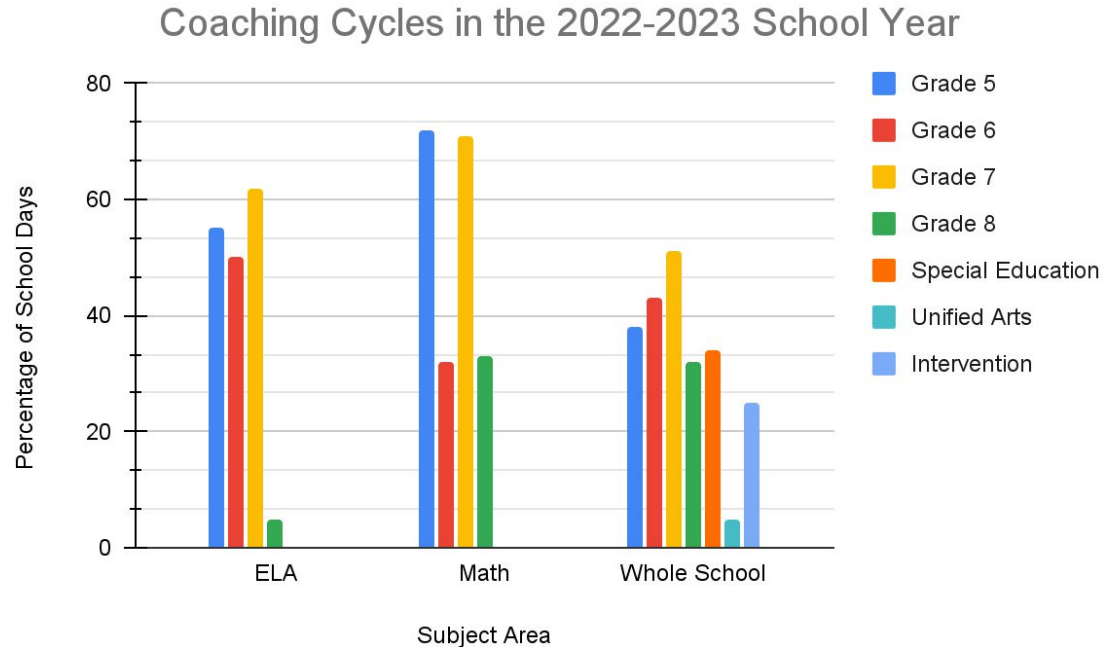




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Impact of Coaching on Staff at The Middle School

In the current School Year (Based on 76 school days as of 1/3/23):





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What are the teachers saying?

- ★ Your support was great for me this year. You answered all my questions, as ridiculous as some were, helped me with STAR Data and Freckle. I appreciated all of your support.
- ★ This year I feel that I have received support when needed about curriculum as well as coverage when completing observations for my SLO. With such supports in place, I had the ability to schedule my FLEX groups to teach lessons at BES. If I did not have this help, I would not have been able to create such a successful collaboration/project with BES.
- ★ Your experience with Math was extremely helpful this year and look forward to learning even more next year!
- ★ I valued your perspectives and feedback this year so much.
- ★ I feel you gave me just enough support to learn the curriculum. You helped me to come up with a classroom management plan that was extremely successful.
- ★ All of the assistance you provided was very helpful. There's nothing I can think of that you could improve on providing me for next year, and everything I asked for assistance with this year you were able to provide me. Additionally, you always helped with a big smile, high energy, and positive attitude which I admit is not something I am best at. I appreciate all of your support in the many different ways you provided it.



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What are the teachers saying?

- ★ I'm grateful for your support and ALWAYS positive and cheery attitude. Thank you!
- ★ I appreciated your assistance in navigating the new programs. You were definitely helpful and accessible. Thank you.
- ★ I appreciate the lens you bring to the classroom with being an educator, but not solely a math person, especially when we're meeting as a math committee. You are positive and upbeat, and your energy and focus is very welcome. Thank you for all your support this year! You are always welcome in my classroom.
- ★ Your opinion is valued and appreciated. I enjoy discussing approaches to best teach reading.
- ★ I appreciate that you are always there to help in any way. I feel very comfortable reaching out to you for help when needed. Thanks!
- ★ Thank you so much for all your help and guidance. You are a wonderful sounding board for ideas!
- ★ I am currently writing up my mid- year evaluation, and taking the time to process everything that you have helped me with. I wanted to thank you for all of your help. Your time with me has been invaluable. It's been a challenging year so far, but it is nice to know that I have someone who can support me and help me become a better teacher.



Initiatives, Implementations, and Impact in the District

ELA:

- ★ Pacing guides / Curriculum Updates
- ★ Teaching Strategies (mini lessons, conferencing, small group etc.)
- ★ Data Driven Conversations around rubrics and assessments

MATH:

- ★ Middle School implementation of Illustrative Math
 - Pacing guides, cool-downs, teaching strategies, resources etc.
- ★ Elementary School Math Pilot

OTHER:

- ★ Peer Observations
- ★ SEL Supports
- ★ Providing non-evaluative feedback



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The Brooklyn School will foster a drive for learning within each student to reach his/her greatest potential. To achieve this mission, the school will continually improve its educational programs and services to meet this community's expectations for a quality education for all.



Debrief

“One area we can improve in schools is professional learning. Instructional coaches can help to create impact schools, where every aspect of professional learning is designed to have an unmistakable, positive impact on teaching, and hence, student learning. **We can radically improve how well our students learn and perform if our schools become the kind of learning places (for students and adults) our students deserve.** Students will not be energized, thrilled, and empowered by learning until educators are energized, thrilled, and empowered by learning. **When all educators engage in human professional learning that empowered them to embrace proven teaching methods, we can improve closer to the goal of every student receiving excellent instruction in every class every day.”**

-Jim Knight