



INSTRUCTIONAL COACHING UPDATE

MAY 2025



Kari Neri

Chief Academic Officer – North
Boone CUSD 200

Rebecca Bielawski

Instructional Coach – Poplar Grove
Elementary (K-4)

Retha Dreyer

Instructional Coach – Manchester
Elementary & Capron Elementary
(K-4)

Ben Doyle

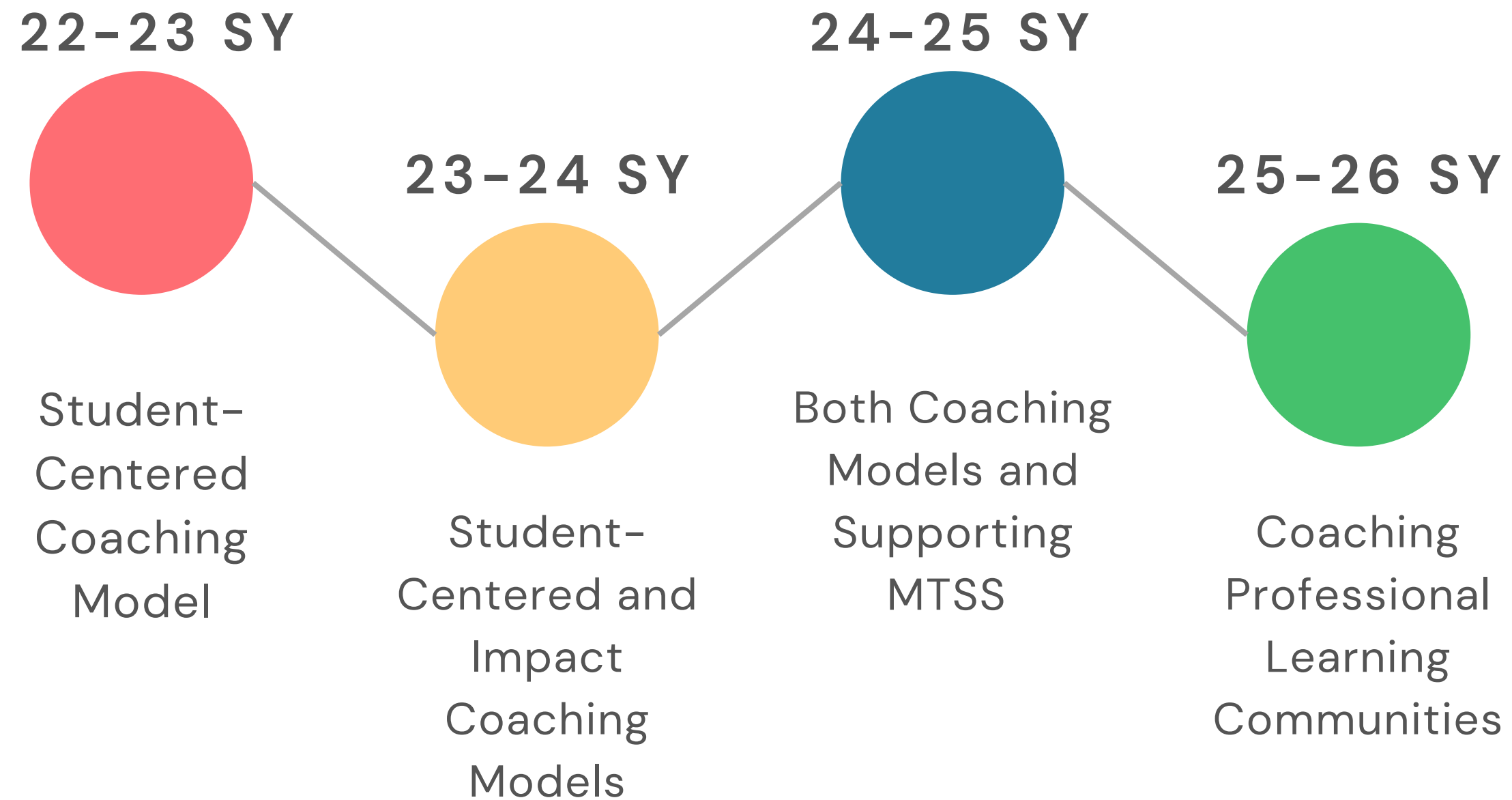
Instructional Coach – North Boone
Upper Elementary & North Boone
Middle School (5-8)

Mike Winebrenner

Instructional Coach – North Boone
High School (9-12)



INSTRUCTIONAL COACHING PROGRAM



Student-Centered Coaching

Focus

The teacher and coach work together to develop a student learning goal and use data to make informed instructional decisions to meet their student's specific needs to promote their learning and growth.

Cycle

1. Develop a goal for student learning and collect baseline data.
2. Identify specific strategies or practices to support student growth and implement them.
3. The coach provides instructional support.
4. Measure student progress and determine the next steps.

Choose this model for...

- SLOs
- MTSS goals
- raising test scores
- measuring students' growth, etc.

Teacher-Centered Coaching (Impact)

Focus

Instructional coaches support teachers in identifying their own areas of growth, engaging in deliberate practice, and reflecting on their teaching practices to positively impact student learning.

Cycle

1. Teachers choose a focus for improvement that aligns with student needs and goals.
2. The coach and teacher explore effective instructional strategies for achieving the teacher's goal.
3. Teachers implement new strategies and collect data to assess the impact on student learning.

Choose this model for...

- classroom management
- student participation and engagement
- small group differentiation,
- assessment creation and planning, etc.

COACHING TOOLS

North Boone Student-Centered Coaching Tool

Teacher's Name:		Coach's Name: Dreyer
Coaching Cycle Focus:		Dates of Coaching Cycle: January 1 2022

① Step 1	② Step 2	③ Step 3																							
Standards Based Goal and Learning Targets <i>Choose a standards-based goal for coaching cycles</i>	Student Evidence to guide Instructional Practices <i>Instructional practices that will help students reach the goal</i>	Coaching / Co-Teach Practices <i>Coaching practices implemented during this cycle</i>																							
<p>Students will... Standard: CCSS Standard of Focus</p> <p>Learning Targets (Set a GOAL):</p> <p>Baseline Data: Where are the students now?</p> <table border="1"> <thead> <tr> <th>Students</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table>	Students	#	%													<p>Teacher will.... Look at student work in relation to the learning targets to identify trends.</p> <table border="1"> <tbody> <tr><td>1.</td><td> </td></tr> <tr><td>2.</td><td> </td></tr> <tr><td>3.</td><td> </td></tr> <tr><td>4.</td><td> </td></tr> </tbody> </table>	1.		2.		3.		4.		<p>Coach will...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Analysis of student work <input type="checkbox"/> Co-Teaching with Coaching Moves options <input type="checkbox"/> Collect student evidence during the class period <input type="checkbox"/> Collaborative planning/ teaching <input type="checkbox"/> Teacher
Students	#	%																							
1.																									
2.																									
3.																									
4.																									

North Boone Impact Cycle Coaching Tool

Teacher's Name:	Coach's Name: Bielawski
Coaching Cycle Focus:	Dates of Coaching Cycle: Start: January 2 2023 End: January 1 2023

Stage One: Identify	Stage Two: Learn	Stage Three: Improve
Step 1: Get a Clear Picture of Reality <ul style="list-style-type: none"> Observation Plan High Impact Survey 	Step 1: Explain strategies	Step 1: Confirm direction
Step 2: Identify a Goal	Step 2: Model strategies	Step 2: Review progress/invent improvements
Step 3: Identify a Strategy		Step 3: Plan next actions

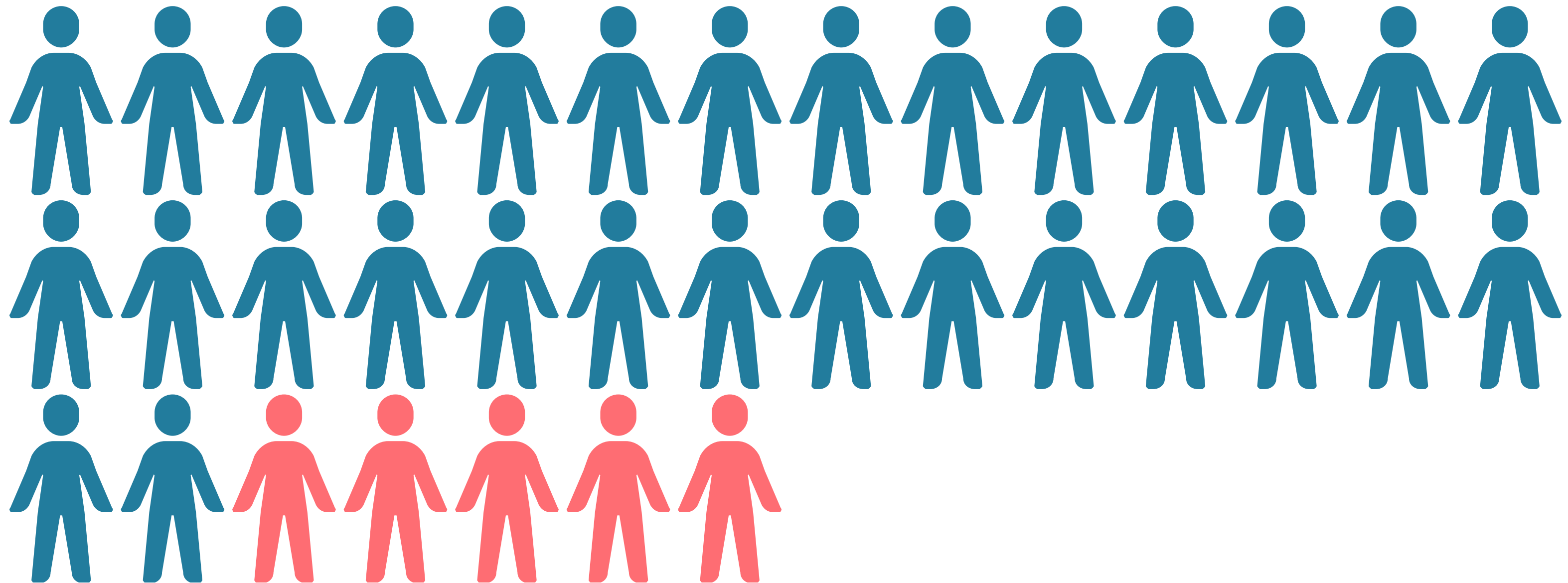
Stage One: Identify

Step 1: Get a Clear Picture of Reality

Observation Plan		
What is the purpose of today's visit? <ul style="list-style-type: none"> <input type="checkbox"/> To get a clear picture of reality <input type="checkbox"/> To establish a baseline for setting a goal <input type="checkbox"/> To monitor progress towards a goal <input type="checkbox"/> Some other purpose 	What kind of feedback is desired? <ul style="list-style-type: none"> <input type="checkbox"/> Appreciation <input type="checkbox"/> Coaching <input type="checkbox"/> Evaluation <input type="checkbox"/> Some other form 	When will I visit the class? Location: Date: Time:
What data will be collected? <ul style="list-style-type: none"> <input type="checkbox"/> Time on task <input type="checkbox"/> Experience sampling <input type="checkbox"/> Ratio of interaction <input type="checkbox"/> Instructional and noninstructional time <input type="checkbox"/> Real learning index <input type="checkbox"/> Corrections 	<input type="checkbox"/> Questioning <ul style="list-style-type: none"> <input type="checkbox"/> Open vs. closed <input type="checkbox"/> Right/wrong vs. opinion <input type="checkbox"/> Level <input type="checkbox"/> Opportunity to respond <input type="checkbox"/> Correct academic responses <input type="checkbox"/> Different students responding 	Where should I sit?

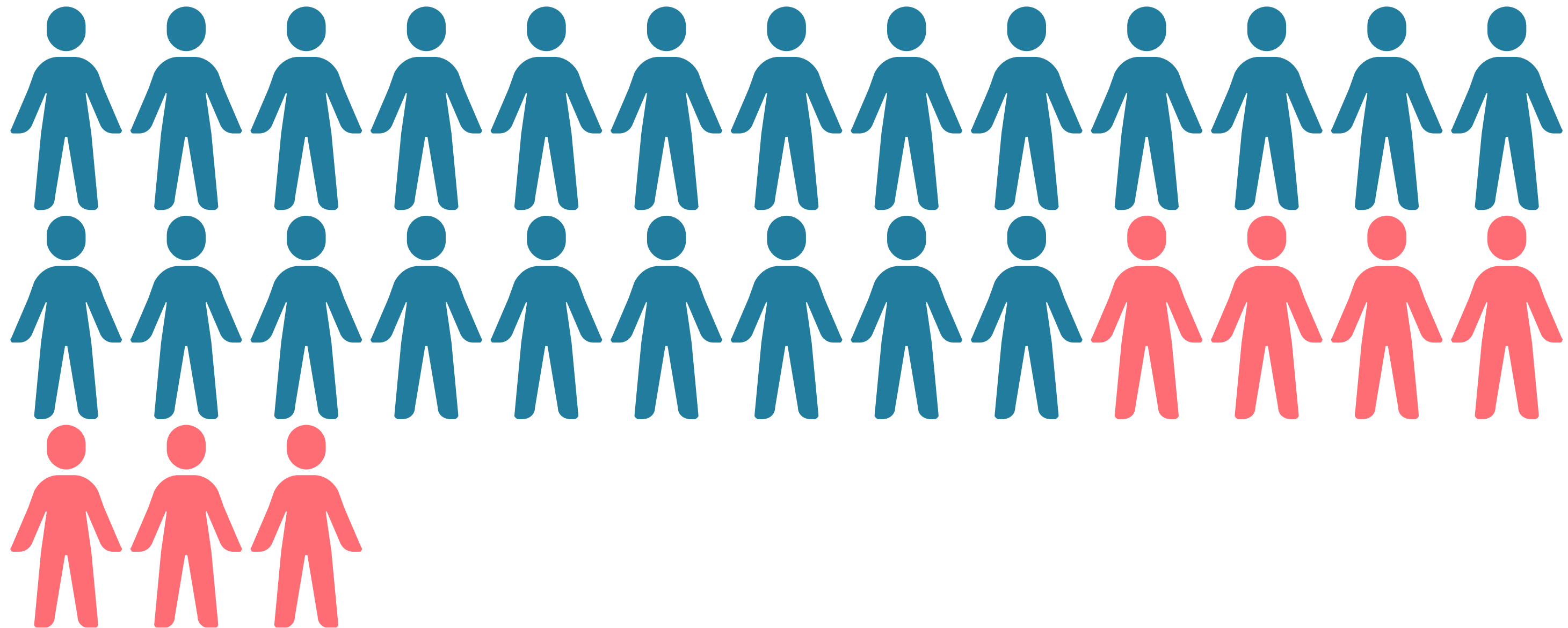
2022-2023 NUMBER OF CYCLES

Total Cycles = 35
Number of Teachers = 30



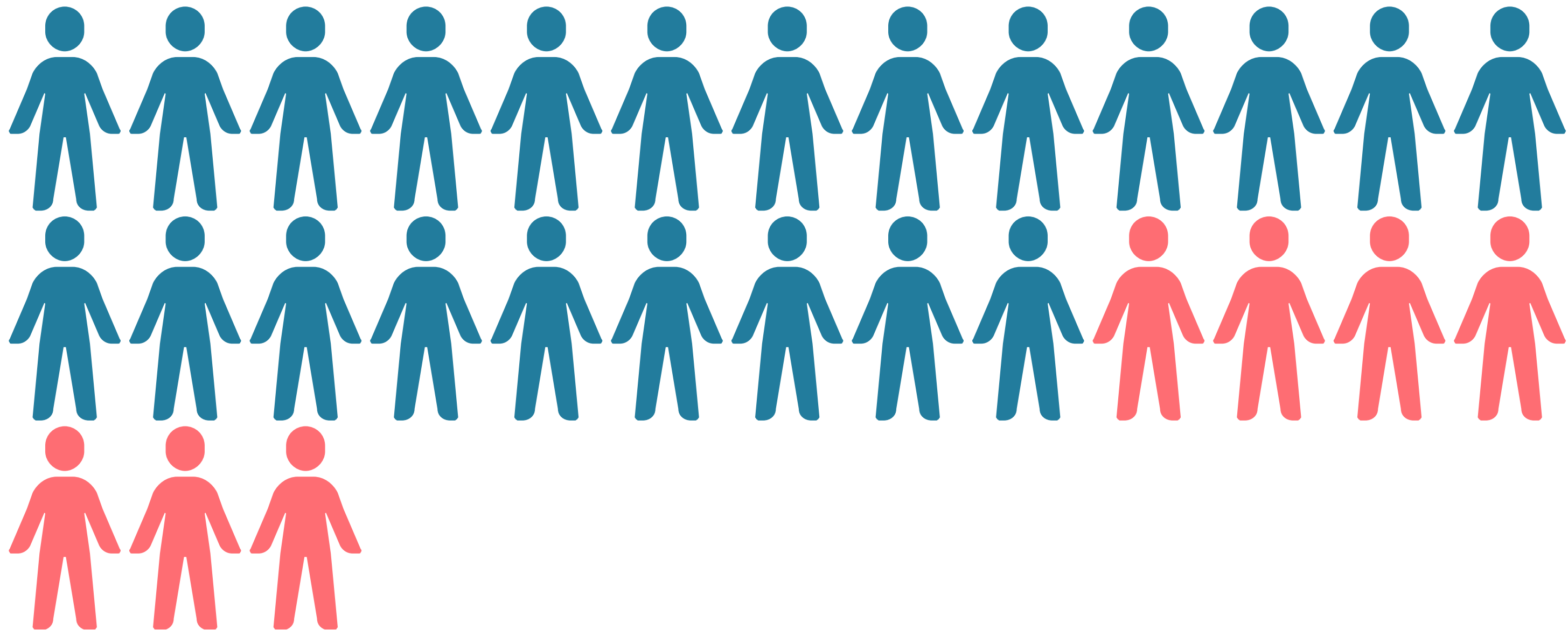
2023-2024 NUMBER OF CYCLES

Total Cycles = 29
Number of Teachers = 22



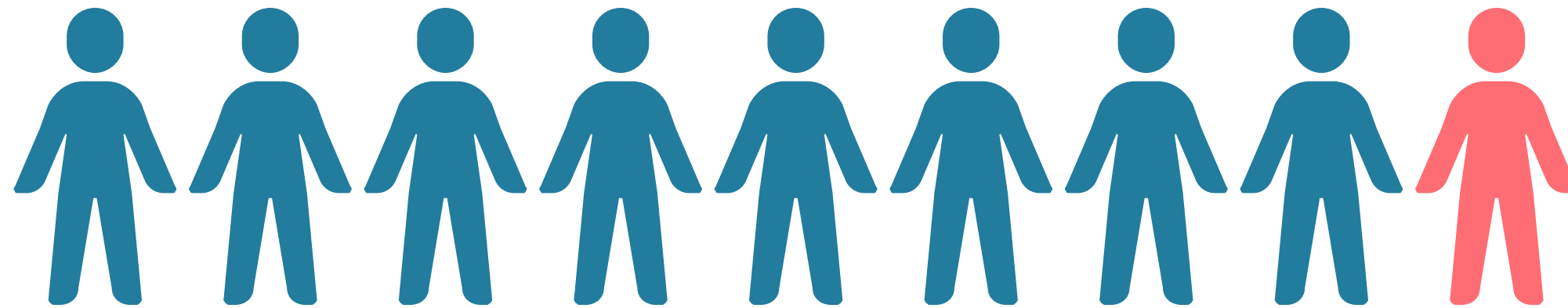
2024-2025 NUMBER OF CYCLES

Total Cycles = 29
Number of Teachers = 22



2024-2025 NEW TEACHERS TO CYCLES


Total New Teachers to Cycles = 9
Novice Teachers = 1



TYPES OF CYCLES

School Year	Student-Centered Cycles	Impact Cycles
2022-2023	35	N/A
2023-2024	19	10
2024-2025	10	19

SUPPORTING MTSS

 MTSS RESOURCE HUB					
Team Documents	Performance Matters	MTSS Guides	Tier 1 Resources	Tier 2 Resources	Tier 3 Resources
Agenda Template	How to Create and Score an Observational Assessment	MTSS Guidebook	Tier 1 Best Practices	Steps for Implementing Tier 2	K-4 Tier 3 Entrance/Exit Criteria
Team Protocol For Common Assessment	How to Create and Score an Answer Key Only Assessment	Coaching Your Classroom	Models of Co-teaching	Tier 2 Progress Monitoring: Grade 5-12 Template	
Models of Co-teaching	Performance Matters District Protocols and Expectations	PLC + MTSS		Tier 2 Progress Monitoring: Grade K-4 Template 2	
Tier 1 Teams - Standards for PLC Cycles		Overview of MTSS Presentation - August 2024			
PLC Cycle Calendar					
Pathways Tool for PLC Questions					

SUPPORTING MTSS

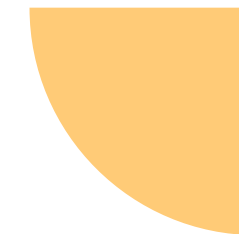
★ Tier 2 ★

Early Adopters

SUPPORTING MTSS

MTSS SUPPORT WITHIN OUR BUILDINGS:

- PROVIDED MTSS TRAININGS FOR STAFF
- CREATED NEW ASSESSMENT STRUCTURE TO SUPPORT MATH TEACHERS (MS)
- SUPPORTED TEACHERS IN RESOURCES FOR MTSS
- GUIDED TEACHERS WITH TIER 2 INSTRUCTION
- DEVELOPED AND TRAINED STAFF IN A SYSTEMATIC PROCESS FOR PROVIDING MATH INTERVENTION (TIER 3 AT ELEMENTARY)
- PROVIDED PERFORMANCE MATTERS SUPPORT TO TEAMS AND INDIVIDUAL TEACHERS



BUDGET FOR INSTRUCTIONAL COACHES

School Year	Total Cost	Grant Funded	District Funded
2022-2023	\$319,472	100%	0%
2023-2024	\$319,586	82%	18%
2024-2025	\$297,163	0%	100%

Federal TRS penalty included in 22-23 and 23-24

NEXT STEPS

WITH PRINCIPALS, WE ARE GOING TO DEVELOP A PROCESS TO SUPPORT OUR PROFESSIONAL LEARNING COMMUNITIES AS WE CONTINUE TO IMPLEMENT MTSS ACROSS OUR SYSTEM.

WE WILL BASE OUR PROCESS ON THE SOLUTION TREE *AMPLIFY YOUR IMPACT* AND *ENERGIZE YOUR TEAMS* MODEL.

