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Changing Teacher Practices and Beliefs

COACHING CONCEPT: A MODEL FOR TEACHER CHANGE



Video 2.2
A Model for
Teacher Change
qrs.ly/74gljv8

What it is

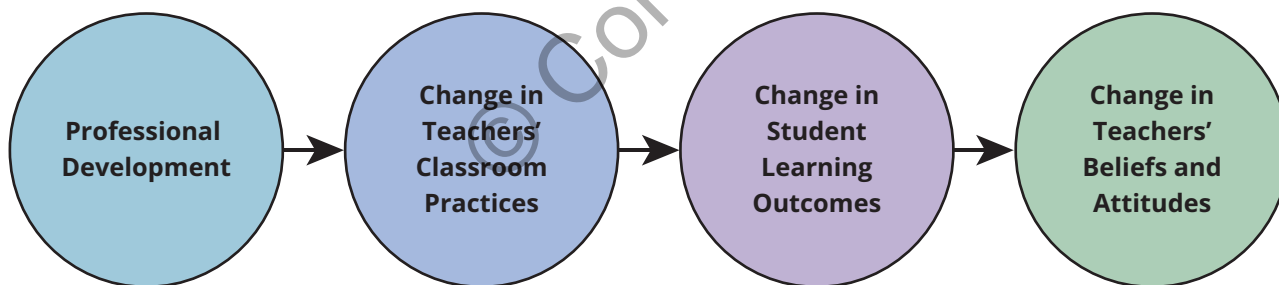
To be effective, coaching must lead to positive change in teacher actions and beliefs and, subsequently, in student learning. As coaches we are an essential component to positive change in teacher and student learning through supporting teachers' implementation of effective practices and helping them see the improvements in student outcomes that are resulting from the new practices.

Why it's important

Instructional coaches can provide a new perspective on what occurs in classrooms, which helps shine a light on learning. Seeing success and growth is one of the greatest motivators and it builds our confidence to continue in challenging work (Bandura & Wessels, 1997; Amabile & Kramer, 2011).

What the research says

- Guskey (2004) developed a model explaining how teacher change occurs:



Source: Guskey, T. R. (2004). Professional development and teacher change, *Teachers and Teaching*, 8(3), 381–391. Taylor & Francis. Reprinted by permission of the publisher (Taylor & Francis Ltd., <http://www.tandfonline.com>).

Key Indicators

- ☐ The district or campus team determines a professional learning focus that is evidence-based and aligned to student and teacher needs.
- ☐ Professional learning plans include instructional coaching as a key support.
- ☐ Teacher and student evidence is collected and evaluated to determine the impact of professional learning and what additional interventions are needed.
- ☐ Professional learning is only considered successful if it leads to greater student learning, achievement, and well-being and if it fosters, supports, and sustains teacher expertise.

Coaching Questions		Coaching Connections
1	What strategies are effective in helping teachers realize the positive impact their actions are having on student learning?	
2	How can we encourage teachers to continue implementing new practices, even when it may be too early to assess their impact on student learning?	
3	What strategies might you use to ensure the implementation of professional learning?	

Coaching Tool: Professional Learning Plan

An effective professional learning plan begins with a needs assessment to identify targeted growth areas. It incorporates regular collaborative sessions with peer observation and feedback opportunities. The plan balances content knowledge with pedagogical skill development through workshops, coaching, and self-directed learning. Implementation includes classroom application with built-in reflection time. Success metrics focus on both teacher growth and student outcome improvements. The plan maintains flexibility to adapt to emerging classroom challenges throughout the academic year.

Site-Level Learning Needs	Professional Learning Focus	Coaching Plan	Assessment Plan	Ideal State
What are our current areas of opportunity?	Professional learning topic:	Who will coach whom?	What teacher-level evidence will we collect?	What changes do we hope to see once this professional learning is implemented?
What teacher and student evidence support this focus?	What evidence supports this practice?	When will we coach?	What student-level evidence will we collect?	What are our key metrics for success?