

## COACHING FOR AGENCY

# Tips for Building Relationships

### MUTUAL UNDERSTANDINGS

Define what the coach role is meant to be and what it isn't:

- Create norms that reflect your school's values
- Honoring time for coaching.



### MAKE TIME TO SHARE

Make time to share personal stories to get to know each other. Share stories about:

- the journey to becoming a teacher
- what is most important about learning.
- the biggest successes or failures.



### FOLLOW THE TEACHER'S LEAD

- Go into classrooms without an agenda or looking to "fix" something.
- Let teachers lead the way for the work to follow.



### ASK QUESTIONS AND REAFFIRM

- Paraphrase what teachers say to confirm understanding and show they are heard.
- Ask open ended questions in an effort to understand



### OPEN UP TO MULTIPLE PERSPECTIVES

- There is always more than one way to do something.
- When you see things differently, encourage more discourse



### CREATE SAFETY

- Establish that the focus is on student learning and not a teacher's ability.
- Encourage progress about professional goals
- Celebrate what is working well because there is always something to celebrate.

