

# Redesign School Coaching: 2020-2021



## Mercury-Apollo



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- Cognitive preparation,
- Technical skills,
- Employability skills and
- Civic engagement

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- Postsecondary success

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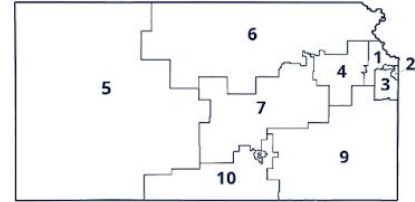


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# Redesign School Coaching Support- 2020-2021

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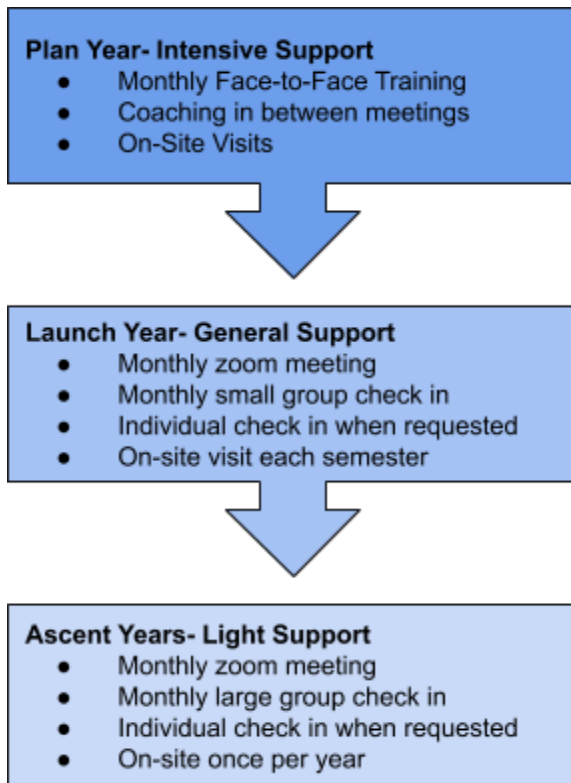
# Coaching Support Project Overview

## Project Background

[Plan Year Timeline](#)

[Launch Year Timeline](#)

[Ascent Year Timeline](#)



Throughout the Redesign process, schools are supported through their regional training leaders and through their individual Redesign coach. During each year of Redesign, schools are supported through varying levels of coaching. Additionally, in Spring 2021, Redesign will add a mentoring program to our support offerings.

During the Plan Year, schools attend regional trainings once or twice a month. At the training, schools have time to work with their coach, and on occasion, the coach is tasked with checking in with the school in between meetings. The Plan Year provides the school with the most intense level of support through numerous face to face meetings, check-ins, and at least one on-site visit. This level of support will be maintained throughout the 2020-2021 school year.

Support for the Launch and Ascent schools will take on a slightly different structure for the 2020-2021 school year. In a response to school feedback, the KSDE Redesign Team is planning to support schools through the use of Professional Learning Communities (PLC).

PLCs will meet two times each month. The first Wednesday of each month, ALL schools will join in for an informative webinar around an essential Redesign Topic. On the third Wednesday of each month, schools will get to choose a smaller discussion group to attend. Participants will be able to join a leadership group, elementary group, or a secondary group.

Apollo schools will participate in the first, whole group meeting of each month. However, their discussion group will be with their Education Service Center from the Plan Year. This will allow for a smaller, more familiar group to meet. Additionally, the leaders will be able to make sure schools are on track during their Launch Year, and individual coaching can occur with greater ease and speed.

In addition to the support offered to our Plan Year and Launch Year schools through Regional Trainings and PLCs, the Redesign Team is piloting in Spring 2021 a Redesign Mentoring Program. In this program, Ascent Year leaders (principals, pilots, copilots) can self nominate to be trained as a Redesign Mentor. Mentors will be matched with a school in its initial Launch Year, or if needed, in the Plan Year. Launch Year, or Plan Year, School Redesign Teams (SRTs) will be the program Mentee.

The Mentoring program seeks to provide a separate support from the coaching provided through the Educational Service Center and through the PLC structures. Mentors can offer direct insights based on their lived experience of Redesign in action. Mentors will provide complementary support to schools and not 'in place of' support. Mentors will be vetted by the KSDE Redesign Team and will be trained with an intentional focus on three key competencies: communication, facilitation, and professional commitment. A preview of the project plan can be found on our webpage.

The remainder of this document will focus specifically on the role of Coaching. Mentoring Program details can be found in the project plan referenced above.

# Project Objectives- Coaching

- All schools will actively participate in coaching to guide them through their year (Plan, Launch, or Ascent).
- Schools will receive the level of support needed to ensure a successful year.
  - Schools in their Launch or Ascent years will request and receive individualized support as needed.
- Coaches will support and challenge schools through proper use of the coaching cycle.
- Coaches will engage in training and monitor effectiveness of coaching as measured by quantitative & qualitative surveys.
- Monthly PLCs for Launch and Ascent Year schools will be relevant and actionable for schools.

## Coaching Requirements

Currently, coaches will fall into one of three categories; coaches will be either:

- KSDE Redesign Team Members
- Education Service Center Leads for Redesign
- Education Service Center Support Personnel for Redesign

Coaches will work with schools each month and will help to enforce the Plan Year, Launch Year, and/or Ascent Year Timeline(s).

All individuals serving in the role of 'coach' will have experience with schools working through the Redesign process. Coaches will have a strong understanding of the Design Thinking process and will assist schools in pivoting and iterating throughout the planning and implementation process.

In the event that a school is struggling and in need of more intensive coaching and support, the assigned coach will get in touch with the KSDE Redesign team to express their concerns and request additional assistance from the KSDE Redesign Team.

## Success Criteria

Coaching will be deemed as 'successful' based on two domains: implementation of the coaching process and success of the school team to engage in their respective timeline. However, there are some similarities between years. Coaches should ensure that the school is:

1. Using data to drive decision making.
2. Communicating with stakeholders.
3. Engaging Business, Family and Community.
4. Growing and iterating within your goals and redesign principles.
5. All students are engaged in, and impacted by, the four redesign principles.

## Meeting Dates

Each PLC will meet as a whole group the first Tuesday of each month and small group discussions will be held the third Tuesday of each month.

### Whole Group

August 4  
September 2  
October 7  
November 4  
December 2  
January 6  
February 3  
March 3  
April 7  
May 5

### Discussion

August 18  
September 16  
October 21  
November 18  
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January 20  
February 17  
March 24  
April 21  
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## Coaching Support

# Project Roles and Accountability

"[Our coach] was very willing to answer our questions in a quick time frame.

She was a great cheerleader for our team, and when we were wondering if we were headed in the right direction, she would reassure us and ask probing questions that continued to help us build confidence along the way."

- Launch School Feedback

## Roles and Responsibilities

### ROLE:

- **PLC Facilitator-**  
KSDE Redesign Team members and external stakeholders will lead each monthly PLC by providing training over Redesign-specific topics and by setting up interactive breakout room discussions for attendees. The Facilitator will also give attendees a task to 'Apply' over the course of the month.
- **Debrief Facilitator-**  
During the monthly debrief, the facilitator will review the content for the month, and then structure discussion questions so that attendees can learn from and share with one another. During this time, facilitators should also be examining a schools' level of

implementation success through analysis of their feedback in the discussion. Schools that might be in need of individual support based on their feedback will be contacted for individual coaching.

- **Coach-**  
For schools in need of individual support, coaches will be made available. Apollo schools that are in the process of becoming 'Launch Ready', will meet with a coach monthly to maintain progress along their action plan for launch readiness. Coaches also work to ensure that the established 'Success Criteria' are being met.
- **School Participant-**  
School attendees will abide by the established norms: fully engage by participating, having your video on as much as possible, committing to learn, and adhering to commitments made.

### RESPONSIBILITY:

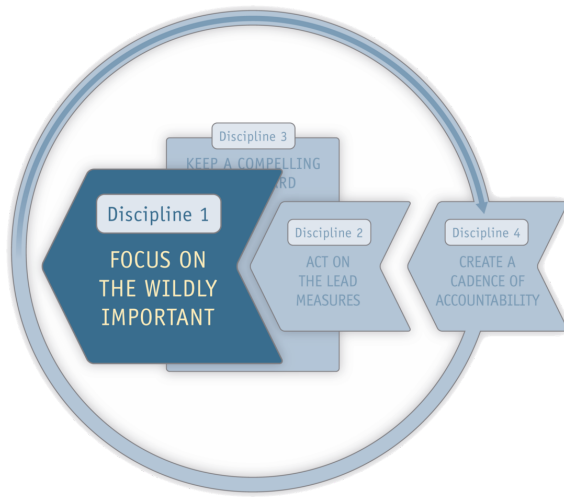
- **PLC Facilitator-**  
The PLC Facilitator will plan the content for the PLC session using the SEPAD method (Spark, Expand, Practice, Apply, Debrief). The PLC Facilitator will start and end on time. The facilitator will incorporate ways for attendees to interact with one another and with the content during the PLC.
- **Debrief Facilitator-**  
The Debrief Facilitator will plan the discussion questions used throughout the meeting. The Facilitator will open and close the session, move attendees to breakout rooms, set up the discussion questions, foster reflection upon exiting the breakout rooms, and foster networking and connection -making throughout the debrief.

- **Coach-**  
The Redesign Coach will meet regularly with the School Redesign Team and provide Technical Assistance to the team through the implementation of their Redesign Plan. The Coach will meet with the school, provide assistance, report updates to the KSDE Redesign Team, and advocate for holistic support and resources for all schools based on trending needs observed within the schools they coach.
- **School Participant-**  
School Redesign Team members are expected to engage in the coaching relationship, PLC, and/or mentoring. Engaging in the relationship means showing up, helping set the agenda for one-on-one meetings, staying accountable to commitments, advocating for support, and providing feedback to the KSDE Redesign Team regarding the quality and utility of the support.



# System of Accountability

The KSDE Redesign Team has used *The 4 Disciplines of Execution* (McChesney, Hulin, and Covey, 2012) to guide our team's work and to structure the Redesign Process with a system of on-going accountability and support.



(Figure: [Franklin-Covey](#))

In this project, our Wildly Important Goal (WIG) is to provide schools with adequate support, resources, and technical assistance to successfully plan and implement their School Redesign Plan. Redesign Coaches will discuss areas of need and concern with their Educational Service Center Representative. Each ESC has a representative member on a Flight Team that collaborates with the KSDE Redesign Team.

Coaches → ESC Lead → Flight Team → KSDE

Lead measures for this project will be feedback from the coaches and Flight Team regarding individual schools. The Flight Team will meet monthly to discuss school progress and feedback. Scoreboards for this project will measure school contacts and the number of schools 'on track' in their Plan and/or Launch Year.

## Resources

[Plan Year 'Look Fors'](#)

[Launch Year 'Look Fors'](#)

[Ascent Year 'Look Fors'](#)

Suggested Reading:

[The Coaching Habit](#)

- [Book Study for \*The Coaching Habit\*](#)
  - [Bookmark](#)

[3 Traits to Cultivate When You're Coaching Remotely](#)

[3 Strategies for Better Online Discussions](#)

[Coaching for Innovation Competencies](#)

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