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Coaching is intentional, job-embedded professional learning designed to support teachers and staff in implementing practices with integrity. Ongoing research shows that effective coaching improves teacher practice. This CESA 4 service supports coaching as an operationalized innovation by providing professional development for your district coaches and/or helping districts who are interested in implementing a coaching framework as part of a plan for continuous improvement.

Level 2A Micro-Coaching (Sessions are two hours each)

Using the instructional coaching model, instructional coaches will receive one-on-one coaching on their coaching skills. Districts can customize the number of days, goals, and coaching methods for this service.

Options (sessions are two hours each)

- Onsite 12 sessions**
- Onsite 6 sessions**
- Virtual 12 sessions**
- Virtual 6 sessions**

Level 2B Building a Coaching Program (Minimum of three days)

This customizable service supports districts in selecting a coaching model, creating a coaching framework, and establishing criteria to evaluate coaches and the coaching program. A coaching model will ensure there is a plan for coaching sessions while a coaching framework articulates the roles and responsibilities of the coach, administrator, and teachers to support the goals of the school, as well as, other components of an effective program. CESA 4 would work with the coaches and administration to build the coaching program.

Level 2C Maintaining and Sustaining a Coaching Program (Minimum of four days)

This customizable service supports districts with implementing their coaching framework and supporting a school's coaching program. CESA 4 staff could support schools by:

- Onboarding new coaches
- Coaching new and experienced coaches
- Complete an inquiry cycle with coaching
- Provide quarterly check ins for coaches based on their professional goal on the Coaching Competency Practice Profile
- Conduct an annual audit of the coaching program