



BSD#7 LRSP Strategic Objective ACTION PLAN: 2010-11

1.09 C&I Instructional Coach

Action Plan Projected Completion Date: 2011 and on-going	Leader: Marilyn King Team Members: Robin Arnold, Sarah Hays, Teacher Support Staff
--	---

Strategic Objective (SO): 1.09 Instructional Coaching, Special Education, Reading Intervention, Math Intervention, Response to Intervention (RtI), Technology, Professional Learning Communities, Indian Education for All, PEAKS (Gifted) Program, Extended Day and Extended Year programming.

Evaluation Plan: (Describe steps you'll take to determine if you've reached your strategic objective.) Instructional Coaching Training and Implementation
Use Instructional Coaching Scale: Measuring the Impact of Coaching Interactions. (Woodruff, 2007).
Curriculum communication involvement
Administrator collects data on committee involvement.
Affective reactions (teacher reactions and feelings re: instructional coaches)
Teacher survey based on Likert Scale to evaluate effectiveness of instructional coaching model.

Best Practice Investigation: (What information is uncovered looking at best practice in relation to your strategic objective?) According to Jim Knight's book Instructional Coaching (Knight 2007) when instructional coaches focus on "The Big Four" areas of teacher assistance, i.e., classroom behavior, content knowledge, direct instruction and formative assessment student achievement improves by 75% when the right conditions exist – administrative support and qualified coaches.

Action Steps	Who?	Timeframe
What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who will be responsible for what actions?	What is a realistic timeframe for each action?
Instructional Coaching Training and Implementation 1. Instructional Coaches attend opening day school staff meeting to learn about LRSP and P+ concept 2. Convene weekly meetings of instructional coaches as well as Touchdown Club (all teacher support staff) 3. Develop instructional coach schedule at school	1. Principals 2. Instructional Coaches with Marilyn King and Sarah Hays 3. Instructional Coaches and teachers and principals.	1. August 2009 and annually 2. 2 hours weekly – on-going and 2 hours monthly – on-going 3. annually

<p>4. Instructional Coach model K-12, with 1 – 3 instructional coaches per school</p> <p>5. Collaborate on other coaching opportunities with MSU, etc.</p> <p>Curriculum communication involvement</p> <p>1. Instructional coaches are members of CLT and leadership committees.</p> <p>2. Instructional coaches participate in Instructional Cabinet discussions on Curriculum, Discussion, and Assessment articles</p> <p>3. Instructional coaches assist in the planning of and participate in building-level discussions on Curriculum, Discussion, and Assessment articles</p> <p>Report Card involvement</p> <p>1. Instructional coaches work with teachers, administrators and central office staff on the development of a K-5 report card</p> <p>Affective (teacher reactions and feelings re: instructional coaches)</p> <p>1. Instructional coaches will develop a survey collaboratively.</p> <p>Other</p> <p>1. Provide information on Bozeman coaching model in other venues, e.g., MCEL.</p> <p>2. Finalize teacher support model and webpage.</p>	<p>4. Board – budget allocation</p> <p>5. Marilyn King</p> <p>1. Each Instructional coach</p> <p>2. Instructional coaches</p> <p>3. Each Instructional coach</p> <p>1. Instructional coaches</p> <p>1. Instructional coaches</p> <p>1. Central Office, Instructional coaches</p> <p>2. Marilyn King, Robin Arnold</p>	<p>4. as budget allows</p> <p>5. On-going</p> <p>1. Every year and on-going</p> <p>2. 2009-10 school year</p> <p>3. Every year and on-going</p> <p>1. 2010-12 school years</p> <p>1. Annually</p> <p>1. On-going</p> <p>2. 2010-11 school year</p>
---	---	--

In a year, we hope to see the following progress on this strategic objective:

Instructional Coaching Training and Implementation

Continued implementation of instructional coaching.

Increased teacher participation in each school.

Curriculum communication involvement

Each Instructional Coach will continue to participate in their CLT's and leadership committees throughout the year.

Each Instructional Coach will plan and participate in standards discussions throughout the year.

Report Card

Instructional coaches will develop standards-based report card, K-5.

Affective (teacher reactions and feelings re: instructional coaches)

Survey will be completed by April 2011.