Cognitive Coaching™: A Synthesis of the Research

Developed by
Jenny Edwards, PhD
Fielding Graduate University

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Outcomes

- Participants will:
  - Learn about and discuss the growing research base behind Cognitive Coaching™
  - Analyze their implementation of innovations and learn about research on implementation of Cognitive Coaching™

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Cognitive Coaching℠ is:

To convey a valued person from where he/she is to where he/she would like to be.
The Planning Conversation

- Clarify Goals
- Specify Success Indicators
- Anticipate Approaches
- Establish Personal Learning
- Reflect on Coaching Process
The Reflecting Conversation

Summarize impressions and recall supporting information

Analyze Causal Factors

Construct New Learning

Commit to Application

Reflect on Coaching Process

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The Problem Resolving Conversation

- Honor Existing State
- Frame Desired State
- Locate and Amplify Resources
- Check for Congruence
- Reflect on Coaching Process

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The Five States of Mind
Consciousness
Craftsmanship

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Efficacy
Given what we have discussed, what might be some of the outcomes that could occur in a school district as a result of implementing Cognitive Coaching℠?
Reason #1

Cognitive CoachingSM was linked with increased student test scores and other benefits for students.

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Reason #2

Teachers grew in teaching efficacy.
Cognitive Coaching℠ impacted teacher thinking, causing teachers to be more reflective and to think in more complex ways.
Reason #4

Teachers were more satisfied with their positions and with their choice of teaching as a profession.
Reason #5

School cultures became more professional.
Reason #6

Teachers collaborated more.
Reason #7

Cognitive Coaching℠ assisted teachers professionally.
Reason #8

Cognitive Coaching℠ benefited teachers personally.

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Reason #9

Cognitive Coaching℠ benefited people in fields other than teaching.
What are some of the outcomes you expected?

What are some “ahas?”
Implementing Innovations

What are some of the things you keep in mind when you are implementing innovations in your school or district?
Twelve Recommendations for Implementing Cognitive Coaching™:

How a District Can Ensure Maximum Return on Its Investment
Establish long-term district-level support to provide training and to support teachers as they implement Cognitive Coaching℠.
Recommendation #2

Enlist principals’ support and modeling of Cognitive Coaching℠.
Recommendation #3

Be aware of implementation of concerns and use tools like the Concerns-Based Adoption Model (CBAM) Stages of Concern and Levels of Use when implementing Cognitive Coaching™.
Recommendation #4

Recognize that all teachers can benefit from being involved in Cognitive Coaching "Cognitive Coaching SM."
Recommendation #5

Create norms of collaboration.
Invite voluntary participation.
Recommendation #7

Establish a trusting environment.
Recommendation #8

Involve teachers right away in implementing coaching skills.

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Recommendation #9

Structure time for Cognitive Coaching™.
Recommendation #10

Recognize that teachers tend to use Cognitive Coaching™ skills on an informal basis more frequently than they use the formal Planning Conversation, Observation, and Reflecting Conversation.
Recommendation #11

Allow for a variety of Cognitive Coaching™ interactions.
Recommendation #12

Distinguish between coaching and evaluation.
Reflection

What are some of the **insights** that might be helpful to keep in mind as you are implementing an innovation?
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