

# Cognitive Coaching<sup>SM</sup>: A Synthesis of the Research<sup>©</sup>

Developed by
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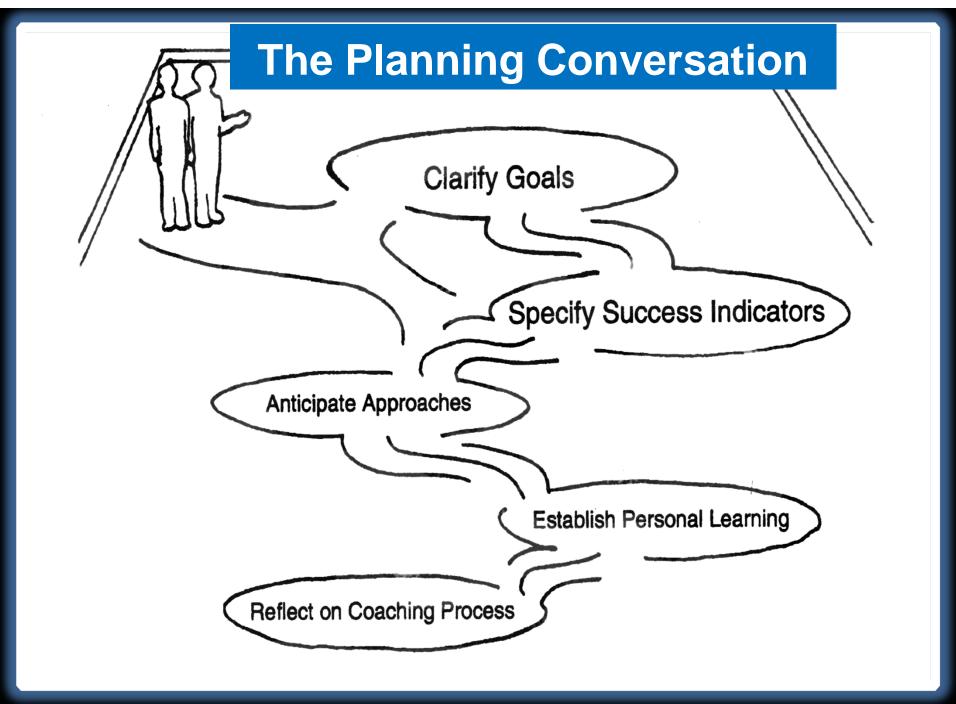


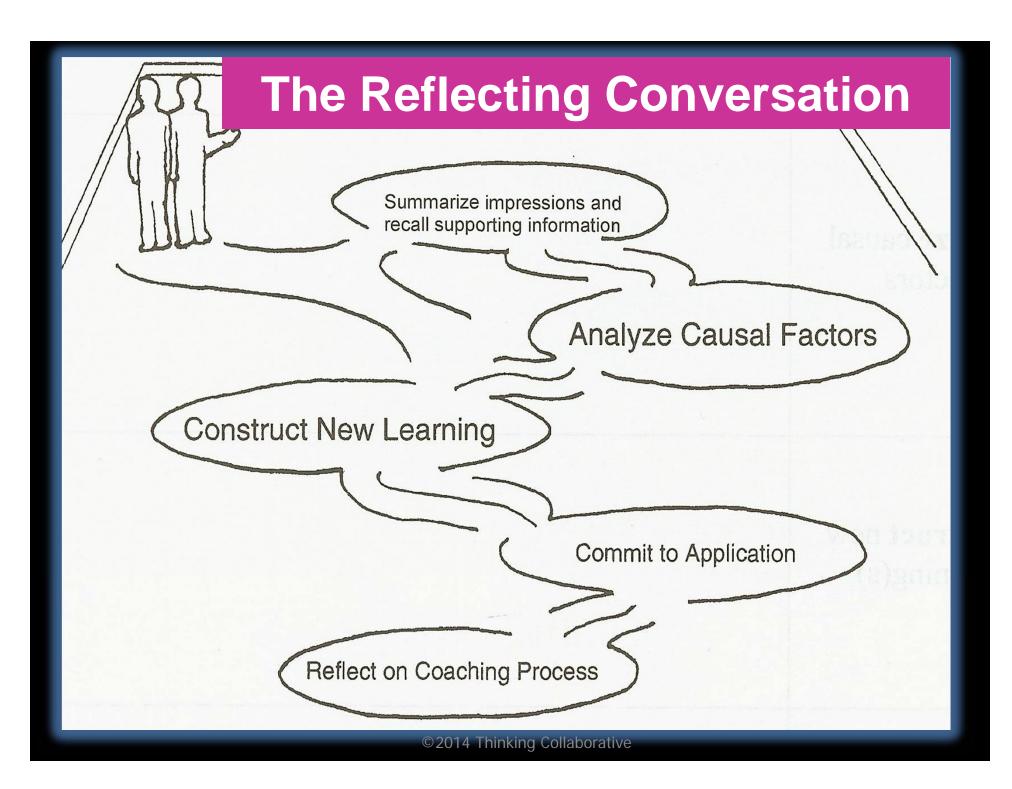
- Participants will:
  - Learn about and discuss the **growing** research base behind Cognitive Coaching<sup>SM</sup>
    - Analyze their implementation of innovations and learn about research on implementation of Cognitive Coaching SM

### Cognitive Coaching<sup>SM</sup> is:

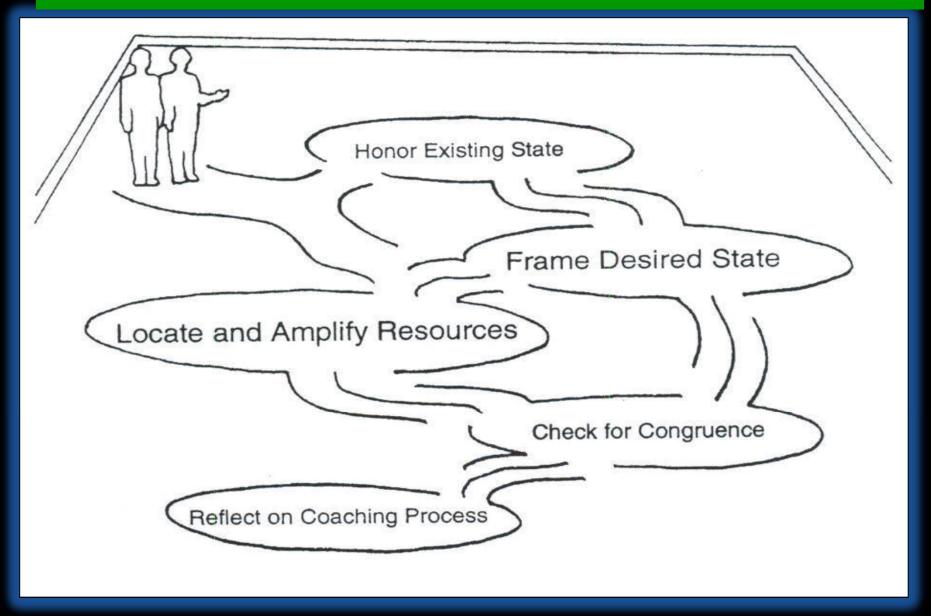


To convey a valued person from where he/she is to where he/she would like to be.

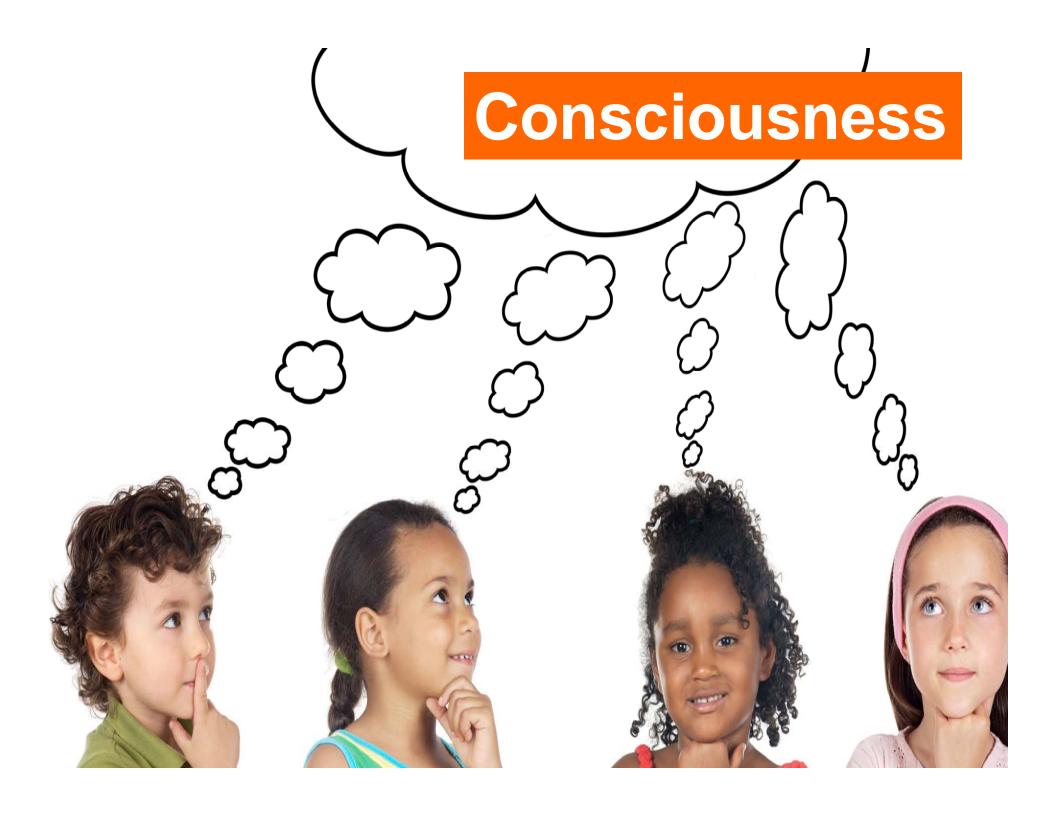




#### The Problem Resolving Conversation

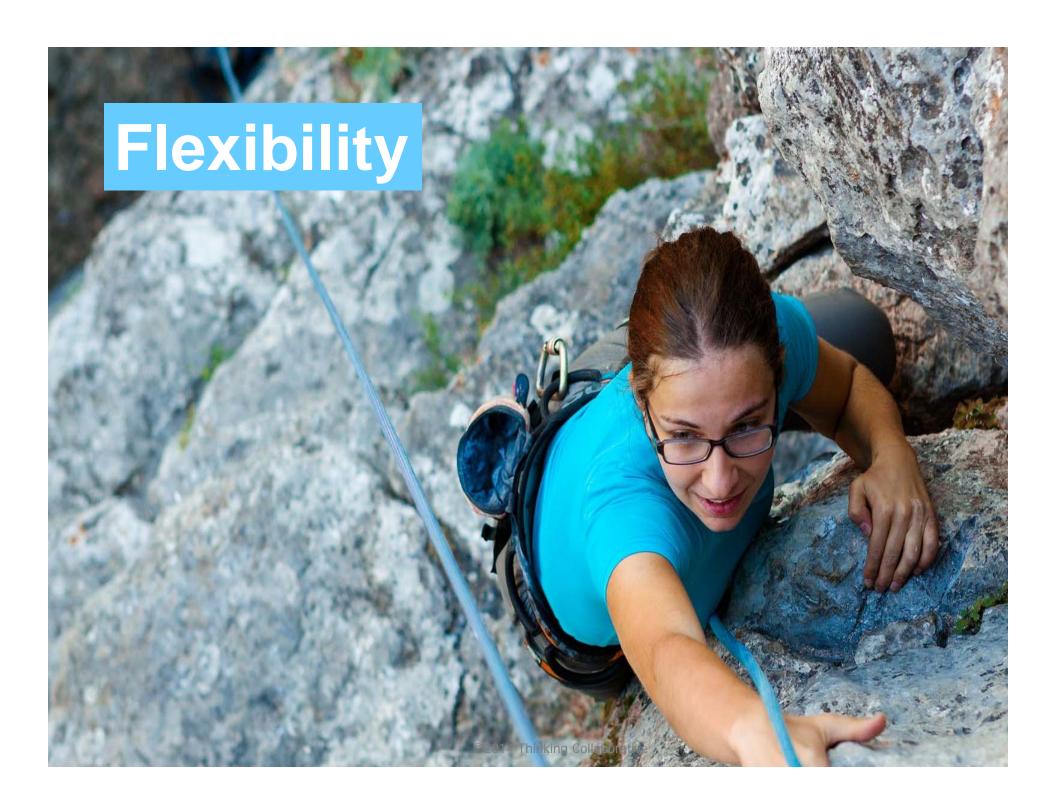
















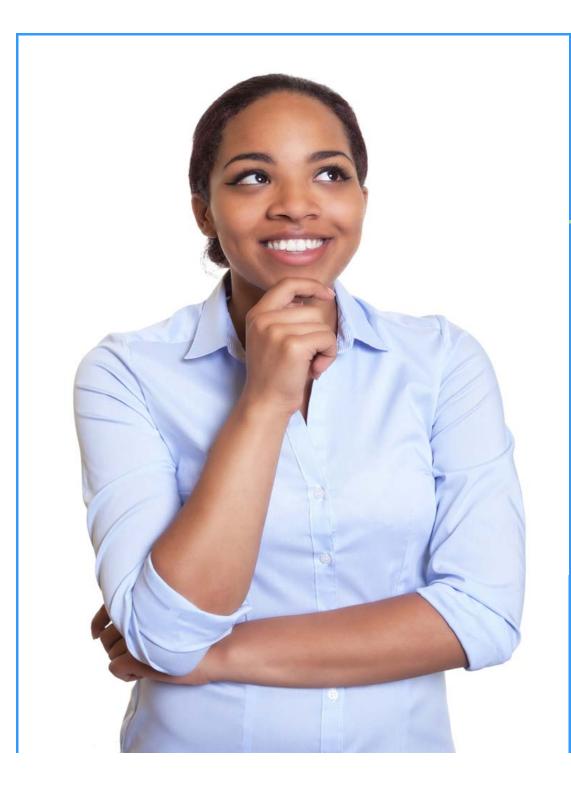
Given what we have discussed, what might be some of the outcomes that could occur in a school district as a result of implementing Cognitive Coaching™?



Cognitive Coaching<sup>ss</sup> was linked with increased student test scores and other benefits for students.



Teachers grew in teaching efficacy.



Cognitive Coaching impacted teacher thinking, causing teachers to be more reflective and to think in more complex ways.



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



School cultures became more professional.



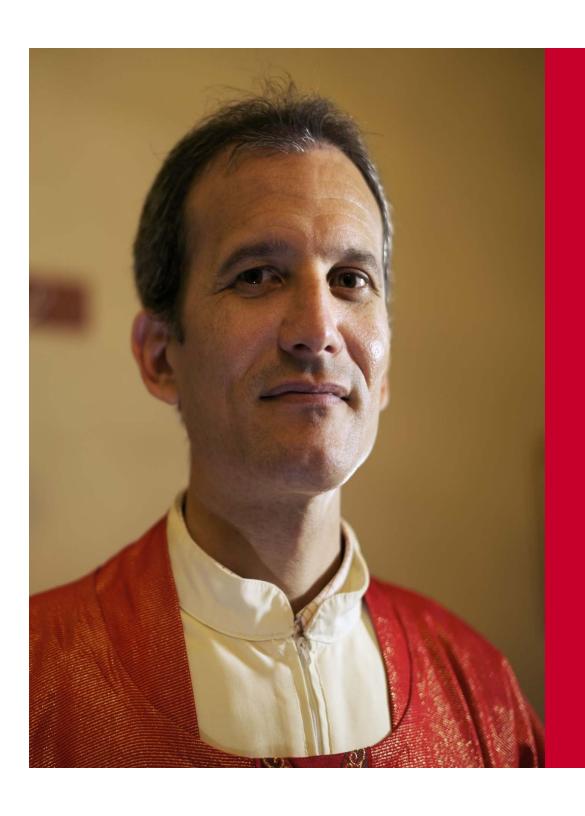
Teachers collaborated more.



Cognitive
Coaching
assisted
teachers
professionally.



Cognitive Coaching benefited teachers personally.



Reason #9 Cognitive Coaching<sup>SM</sup> benefited people in fields other than teaching.



What are some of the outcomes you expected?

What are some "ahas?"

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## 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

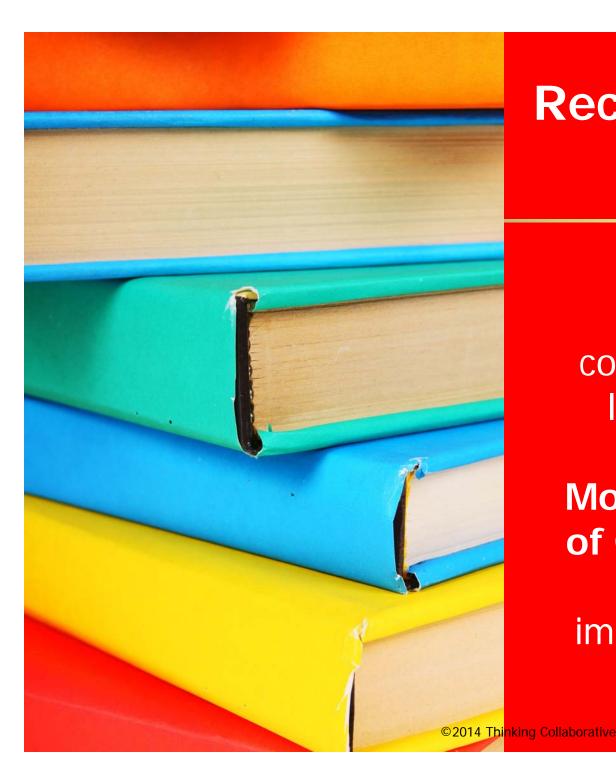


Establish long-term district-level support to provide training and to support teachers as they implement Cognitive Coaching<sup>SM</sup>.



## Recommendation #2

### **Enlist** principals' support and modeling of Cognitive Coaching<sup>sm</sup>.



## 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<sup>sm</sup>.



Recognize that all teachers can benefit from being involved in Cognitive Coaching<sup>SM</sup>.

## Recommendation #5 Create norms of collaboration. ©2014 Thinking Collaborative

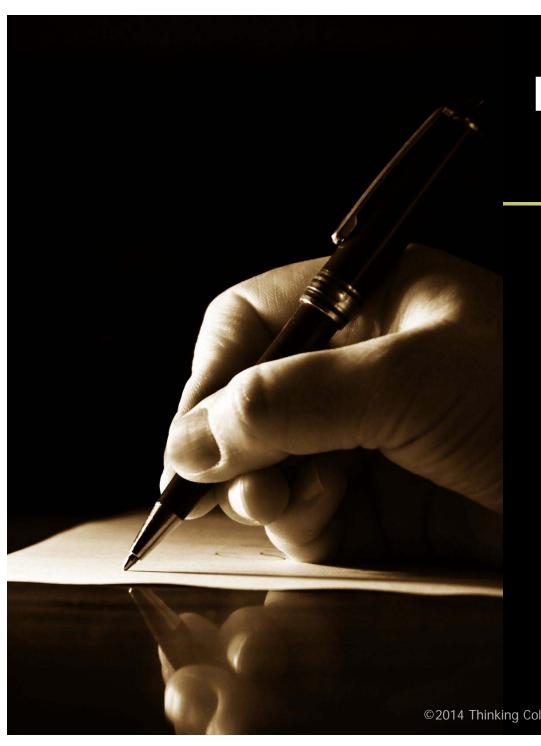


## Recommendation #6

Invite voluntary participation.



## Establish a trusting environment.



#### Recommendation #8

Involve teachers right away in implementing coaching skills.



## Recommendation #9

Structure
time for
Cognitive
Coaching

M.

Coaching

M.

Coaching



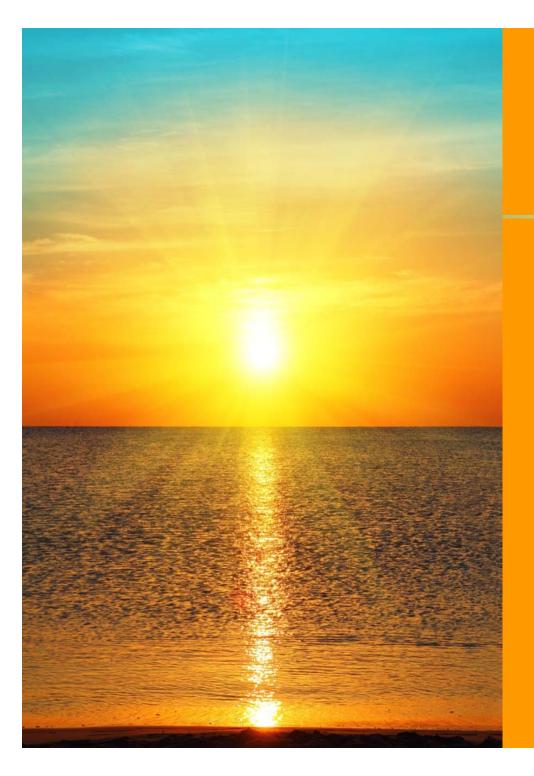
Recognize that teachers tend to use Cognitive Coaching<sup>™</sup> skills on an **informal basis more frequently** than they use the formal Planning Conversation, Observation, and Reflecting Conversation.



## Recommendation #11

Allow for a variety of Cognitive Coachings interactions.





#### 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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