



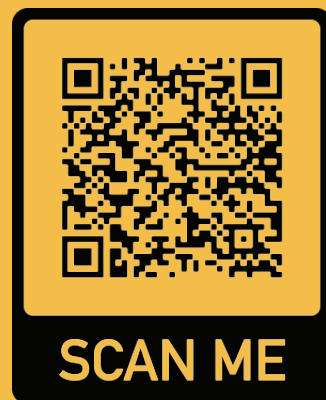
Coaching for Change

SREB's Inaugural School Coaching Conference

May 25 – 26, 2022

Georgia Tech Hotel and
Conference Center
Atlanta, Georgia

Access Conference Resources



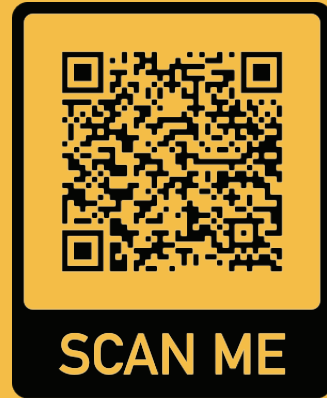
SREB | School
Improvement

Conference Objectives

School leadership and instructional coaches representing diverse grade levels, content areas and improvement needs will benefit from keynote and featured presentations, breakout sessions and networking that enhance the impact of their coaching and give them the resources they need to:

1. **Build Strong Teams:** Establish a shared vision and team culture in which educators learn and grow together.
2. **Plan for Success:** Structure your day, week, month, semester and year for maximum impact on teachers' needs.
3. **Trust the Process:** Gain proven processes, protocols and tools to guide school or district improvement.
4. **Overcome Adversity:** Harness setbacks as opportunities for learning and growth.
5. **Sustain Change:** Empower educators to shift their mindsets and practices in ways that foster student success.

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Conference Agenda at a Glance

Wednesday, May 25, 2022

Times	Events
8 – 8:30 a.m.	Registration and Continental Breakfast
8:30 – 8:45 a.m.	Pregame Pep Talk: “Why SREB Is Hosting This Conference” – Stephen L. Pruitt, President, SREB
8:45 – 9:25 a.m.	Opening Keynote: “All Coaches Must Plan for Success” – Courtney Shealy Hart, Toni M. and Richard L. Bergmark Swimming and Diving Head Coach, Georgia Tech University
9:25 – 9:35 a.m.	Conference Logistics
9:35 – 9:45 a.m.	10-Minute Time Out
9:45 – 11 a.m.	Pre-Game Sessions by Content Area: <ul style="list-style-type: none"> • Whole School • Math • Instruction • STEM/Science • Literacy
11 – 11:15 a.m.	15-Minute Time Out: Snack Break
11:15 – 12:30 p.m.	First Quarter Sessions by Objective: <ul style="list-style-type: none"> • Build Strong Teams • Plan for Success • Trust the Process • Overcome Adversity • Sustain Change
12:30 – 1:30 p.m.	Conference Lunch
1:30 – 2:45 p.m.	Second Quarter Sessions by Objective
2:45 – 3 p.m.	15-Minute Time Out: Snack Break
3 – 4 p.m.	Halftime Networking Sessions: SREB-facilitated table discussions

Conference Agenda at a Glance

Thursday, May 26, 2022


Times	Events
7:30 – 8 a.m.	Continental Breakfast
8 – 8:15 a.m.	Halftime Adjustments
8:15 – 9 a.m.	Using Coaching Tools for Success
9 – 9:20 a.m.	20-Minute Time Out: Hotel Check-Out
9:20 – 10:35 a.m.	Third Quarter Sessions by Objective
10:35 – 10:50 a.m.	15-Minute Time Out
10:50 – 12:05 p.m.	Fourth Quarter Sessions by Objective
12:05 – 1:15 p.m.	Conference Lunch
1:15 – 2 p.m.	Two-Minute Warning: “10 Lessons Learned from 25 Years of Improvement Coaching” — Scott Warren, Director, Making Schools Work
2 – 2:30 p.m.	Final Plays
2:30 – 3 p.m.	Collaborative Planning and Final Horn

Conference Sessions

Wednesday, May 25, 2022




Featured Session

Time/Location/#	Objective/Area	Session Title, Description and Speakers
Pre-Game Sessions		
8 – 8:30 a.m. Pre-Function Area		Registration and Continental Breakfast
8:30 – 8:45 a.m. Salons 1-3	Plan for Success	Pregame Pep Talk: Why SREB Is Hosting This Conference Welcome to our Conference! Stephen Pruitt shares why SREB is the right organization to host this conference and will introduce our keynote speaker. Stephen L. Pruitt , President, SREB
8:45 – 9:25 a.m. Salons 1-3	Plan for Success 	Opening Keynote: All Coaches Must Plan for Success Courtney Shealy Hart shares why all coaches must emphasize planning — short and long term — for their own success. Courtney Shealy Hart , Toni M. and Richard L. Bergmark Swimming and Diving Head Coach, Georgia Tech University
9:25 – 9:35 a.m. Salons 1-3	Plan for Success	Conference Logistics <ul style="list-style-type: none"> • Agenda review • Session locations • Conference details Scott Warren , SREB
9:35 – 9:45 a.m.		10-Minute Time Out

Conference Sessions

Wednesday, May 25, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
Pre-Game Sessions		
9:45 – 11 a.m. Salons 1-3 PG-A	Whole School 	A Peek Inside the Playbook of Successful School Improvement Coaches and Coach Supervisors The roles of academic coaches, state, regional and local school improvement specialists or coaches, and their supervisors have evolved over the past 20 years. We've studied the practices of individuals who are highly effective in guiding systemic, sustainable improvement and developed the performance standards, training and tools coaches need to succeed. Get a peek inside the playbooks of these effective professionals and self-assess your practices in alignment with Certified School Improvement standards and best practices. Deb Page and Jean Quigg , The Institute for Performance Improvement
9:45 – 11 a.m. Conference 2 PG-B	Math	Coaching Math Teachers for a Mindset Shift Coaching mathematics teachers requires specialized skills. Math teachers must not only develop their students' content knowledge, but also address preconceptions and feelings about math — including their own. As an instructional coach, you begin by meeting teachers where they are and helping them move through the stages of mastery to become mindfully skilled math educators. Jason Adair and Debbie Robertson , SREB
9:45 – 11 a.m. Conference B PG-C	Instruction	Instructional Coaching Classroom Visits: Focusing on Students In this session, we'll explore how classroom visits that focus on student actions can support teacher reflection and growth within a coaching cycle. After discussing and practicing pre- and post-visit conversations and data collection during the visit, we'll look at coaching tools that support the process, such as student learning questions and data collection tools that are grounded in effective instructional strategies. Leslie Eaves , SREB
9:45 – 11 a.m. Conference 4 PG-D	STEM/Science	Coaching in STEM and Science Science is an iterative, evolving process — never predetermined — through which we continuously build on useful ideas to add to our understanding of phenomena. As we investigate, we may return to the same questions at a deeper level or generate new questions for exploration. Inquiry-based science learning experiences can be challenging to create because they require discipline-based content knowledge <i>and</i> teaching strategies that encourage student inquiry. Using SREB's Powerful Science Instructional Practices and the Next Generation Science Standards, we'll explore quality science instructional coaching and provide strategies for increasing student success. Learn how your coaching can catalyze school improvement efforts and heighten teacher efficacy in the classroom. Stephen L. Pruitt and Latonya Bolden , SREB

Conference Sessions

Wednesday, May 25, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
Pre-Game Sessions		
9:45 – 11 a.m. Conference A PG-E	Literacy	<p>Take a Literacy Lens to Guide Your Instructional Coaching</p> <p>In this session, we'll explore how you can use SREB's Powerful Instructional Practices to focus your coaching with English language arts, science and social studies teachers. Together, we'll take a deep dive into how the Powerful Instructional Practices work and how they support and guide teachers as they plan and deliver instruction. You'll develop a coaching cycle plan that uses the Powerful Instructional Practices to provide teachers with meaningful feedback to determine and implement next steps for continuous improvement.</p> <p>Connie Lester, SREB</p>
11 – 11:15 a.m. Pre-Function Area		15-Minute Time Out: Snack Break
First Quarter Sessions		
11:15 a.m. – 12:30 p.m. Salons 1-3 1-A	Build Strong Teams	<p>The Equipment You Need to Take on Any Opponent or Obstacle</p> <p>Take a look into a coach's duffle bag! The essential knowledge and coaching tools found there will give you the confidence you need to approach inevitable school improvement challenges. Game films, playbooks, equipment and questioning strategies are just some of the tools we'll explore in this engaging session.</p> <p>Susan G. Allred, Susan Allred Education Consulting</p>
11:15 a.m. – 12:30 p.m. Conference 2 1-B	Sustain Change	<p>How Reflective Thinking Leads to Sustainable Improvement</p> <p>Reflective thinking helps coaches identify areas for growth in their coaching practice. In this session, we'll create a plan to use the reflective thinking model to shift mindsets and build a sustainable growth model for improvement.</p> <p>Debbie Robertson, SREB</p>
11:15 a.m. – 12:30 p.m. Conference 4 1-C	Plan for Success	<p>Scouting Report: Who Will We Recruit to Our Team?</p> <p>Build a starting lineup that empowers every teacher to learn and be their best! In the <i>Highlight Film</i>, you'll learn how to use learning walks to identify the strengths of a model classroom — and how to create one. The <i>Stat Report</i> will show you how to identify who has essential data and how to follow that data to a winning season. We'll review <i>Game Footage</i> to see who's making the right calls (or effective teaching practices) consistently and how to incorporate them in any classroom. Finally, the <i>Character Report</i> will help you find teachers who value collaboration and can help lead other teachers to success.</p> <p>Donn Kirkwood, SREB, and Jasmine Snell, Woodland High School, North Carolina</p>

Conference Sessions

Wednesday, May 25, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
First Quarter Sessions		
11:15 a.m. – 12:30 p.m. Conference A 1-D	Trust the Process	<p>There's Power in the Plan: Develop Short-Term Action Plans</p> <p>How can a school increase achievement in the most efficient, impactful way? We recommend developing a strong action plan that addresses needs identified through a data review. Continuous improvement demands we monitor these plans to determine the quality of the actions we take and their impacts on achievement. We'll outline the basics of a quality action plan, provide examples of high-yield actions that promote achievement, and explore success measures to guide implementation and assess impacts. As Benjamin Franklin said, "If you fail to plan, you are planning to fail."</p> <p>Jeffrey A. Castle and Danielle Battle, Georgia Dept. of Education</p>
11:15 a.m. – 12:30 p.m. Conference B 1-E	Overcome Adversity	<p>Sink or Swim: Navigating the Transition from the Classroom to Coaching</p> <p>Many educators relish the opportunity to draw on their expertise and wisdom to mentor other teachers on how to be more effective. Instructional coaches are collaborative partners who encourage others to reflect on their practice, build efficacy and grow professionally. But who helps coaches expand their capacity? We'll help you navigate the transition from teacher to coach by providing our playbook of tips and resources to help you thrive.</p> <p>LaTonya Bolden, SREB, and Elizabeth Jordan, Charlotte-Mecklenburg Schools</p>
12:30 – 1:30 p.m. Hotel Dining Room		Conference Lunch
Second Quarter Sessions		
1:30 – 2:45 p.m. Salons 1-3 2-A	Trust the Process	<p>Close the Gap Between Miracle Goals and No Methods with Improvement Science</p> <p><i>School turnaround is hard work:</i> The goals are lofty, and the only way to reach them is through a clear improvement process grounded in a culture of change. The miracle goals we set for low-performing schools must be met with an understanding of more than just the behavioral changes needed. The research is clear about <i>what</i> should be happening, but the <i>how</i> is the challenge. Learn more about how a process grounded in an understanding of <i>how people change</i> can work in any school or district.</p> <p>Kelly Foster and Tim Godbey, Kentucky Department of Education</p>
1:30 – 2:45 p.m. Conference 2 2-B	Sustain Change	<p>Close the Revolving Door for Novice Teachers</p> <p>Have you struggled to retain novice teachers? You are not alone. Almost 50% of new teachers leave the profession after five years — despite having developed effective teaching skills. Research shows that retaining good teachers to sustain improvement <i>is</i> possible. Come explore strategies to retain novice teachers that you can implement immediately in your school or district.</p> <p>Amanda Merritt, SREB</p>




Conference Sessions

Wednesday, May 25, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
Second Quarter Sessions		
1:30 – 2:45 p.m. Conference A 2-C	Plan for Success	<p>How to Master Planning for School Improvement Success — For You and Those You Support</p> <p>Planning is a critical part of improving performance, but the planning process is often a weak link in the school improvement process. Whether coaching a school team or individuals, your game plan can make the difference between failure and success. In this session, we'll explore potential pitfalls in the planning and performance planning processes. We'll show you how to develop a plan for a common school improvement goal and map out how to achieve your desired results. Do you know how many coaches fumble in the planning process? We'll explain and tell you how to avoid that fumble. Get ready to coach the right plays and earn your place in the performance coaching hall of fame!</p> <p>Deb Page and Jean Quigg, TIFPI</p>
1:30 – 2:45 p.m. Conference B 2-D	Overcome Adversity	<p>Bridging Opportunities for Success in the Classroom</p> <p>In this session, we'll share strategies and techniques that instructional coaches like you can use to strengthen and nurture relationships with fellow educators. Learn methods to bridge the divide between educator and instructional coach and build successful, meaningful partnerships. We'll also focus on ways to turn difficult moments into opportunities for growth and create collaborative experiences that foster successful learning environments.</p> <p>Magda Elena White and Cynthia Wales, Decatur City Schools</p>
1:30 – 2:45 p.m. Conference 4 2-E	Build Strong Teams	<p>Teams! Transforming Teaching from an Individual Activity to a Team Sport</p> <p>Research suggests that teachers improve their practice most when they're part of effective teams. What are the characteristics of effective teams — as well as their dysfunctions? How do instructional coaches support teacher teams? Learn what the research says about improving teaching practice and supporting teacher growth and student learning.</p> <p>Cena Davis and Jean Massey, SREB, Shelly Flygare, GADOE</p>
2:45 – 3 p.m. Pre-Function Area		15-Minute Time Out: Snack Break
Halftime Networking Sessions		
3 – 4 p.m. Salons 1-3	Overcome Adversity	<p>Using Coaching Scenarios to Improve Our Practice</p> <p>Coaching is not all about touchdowns. As coaches, we work with real people facing challenging issues in complex systems. Let's reflect on the type of coach you want to be and the beliefs about teaching, learning and coaching you want to embed in your practice. We'll work through challenges from real coaches. Take home action plans with the confidence to conquer similar issues!</p> <p>Leslie Eaves, SREB</p>


Conference Sessions

Thursday, May 26, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
7:30 – 8 a.m. Pre-Function Area		Continental Breakfast
Halftime Adjustments		
8 – 8:15 a.m. Salons 1-3	Trust the Process	Welcome Back and Preview of Day 2 What did you learn on Day 1? What can we do better? Dale Winkler , Vice President, SREB
Tool Timeout		
8:15 – 9 a.m. Salons 1-3	All Objectives	Using Coaching Tools for Success School improvement coaches need the right tools to change school and classroom practices. We'll use SREB's Problem Solving Process and the Objectives of this workshop to highlight tools and recognize Change Champions. Ivy Alford and Dale Winkler , SREB
9 – 9:20 a.m.		20-Minute Time Out: Hotel Check-Out
Third Quarter Sessions		
9:20 – 10:35 a.m. Salons 1-3 3-A	Trust the Process 	Hit a Home Run! Georgia's Continuous Improvement Team Approach for Building Success The Georgia Department of Education's Division of School and District Effectiveness created a continuous improvement team coaching strategy to increase capacity at the state, district and school levels. Learn about our approach and resources and practical strategies you can use in coaching for improvement. Stephanie Johnson and Amy Alderman , GADOE
9:20 – 10:35 a.m. Conference 2 3-B	Sustain Change	Keeping Score: Use Data to Make Winning Decisions The right scoreboard can inspire educators to use data every day instead of just game day! Learn how to effectively model data use to guide decision-making. We'll explore what data-driven instruction is and how to implement it and tackle concepts like leading and lagging indicators. Learn how to help teachers and leaders not only own their data but also go beyond assessment scores to create scoreboards for success! Judy Frank and Kathleen McNally , SREB
9:20 – 10:35 a.m. Conference B 3-C	Overcome Adversity	Coaching 101: Are You Ready to Be a Coach? Coaching plays a significant role in improving teacher performance and lowering attrition. As Jim Knight said, "Effective coaching makes it easier for teachers to learn and implement new ideas." But without coaching, most professional learning has little effect. Coaches need skills, talents, strategies <i>and</i> a practical understanding of coaching. Whether you are a novice or experienced, take home skills and strategies for <i>your</i> toolbox! Marsha Moseley and Christi Edwards , SREB

Conference Sessions

Thursday, May 26, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
Third Quarter Sessions		
9:20 – 10:35 a.m. Conference 4 3-D	Build Strong Teams	<p>What's My Line?</p> <p>So you've been hired as an instructional coach. Where to begin? What's expected? What should you look for in a math class — or any class? How will you work with teachers as a partner, not as an evaluator? I'll answer your questions and show you how to build trust and unite your teachers in vertical or horizontal teams.</p> <p>Kim Livengood, SREB, Natalie Hubbard, Sylacauga City Schools</p>
9:20 – 10:35 a.m. Conference A 3-E	Plan for Success	<p>Strategic Planning: A Blueprint for Leading Transformation</p> <p>Strategic plans provide practical, systematic tools, strategies and measures of success for educational recovery staff to build leaders' capacity and for leaders to transform schools and increase student success. Learn how to ground transformational change in Shipley's Performance Excellence Criteria. We leverage Team North's structures, processes and behaviors for leading change plus three models for helping leaders become systems thinkers: the National Institute for School Leadership's Conceptual Framework for Strategic Thinking, the NISL Wheel and the Kotter model.</p> <p>Ben Fritz, Charlotte Jones and Felicia Bond, KDE</p>
10:35 – 10:50 a.m.		15-Minute Time Out
Fourth Quarter Sessions		
10:50 a.m. – 12:05 p.m. Salons 1-3 4-A	Sustain Change 	<p>Coaching Teachers to Break Through the Plateau of Latent Potential</p> <p>When shifting their instructional practices, teachers often make small changes, fail to see major results and revert to their former practices. In this session, learn strategies to help teachers work through the valley of disappointment and reach true breakthroughs.</p> <p>Jason Adair, SREB</p>
10:50 a.m. – 12:05 p.m. Conference B 4-B	Overcome Adversity	<p>Turning Setbacks Into Pathways Toward Change</p> <p>Instructional coaches who embrace setbacks as opportunities to learn and grow are more likely to positively impact their teachers. We'll discuss the challenges faced by instructional coaches like you and share strategies for overcoming them. Explore how to lead with a vision in mind, choose fortitude over fear and plan for growth.</p> <p>Quinton Granville, SREB</p>
10:50 a.m. – 12:05 p.m. Conference 2 4-C	Plan for Success	<p>The Importance of a Game Plan</p> <p>Athletic coaches use game plans to improve their coaching, and teams win when every player contributes their best. Instructional coaches also need game plans! Learn how to grow teams and gain the confidence needed to achieve success for all. As Tony Dungy, NFL coach, said: "Whatever it takes. No excuses, no explanations."</p> <p>Richard Morrison, Susan Simpson, Connie Luper and Bob Stokes, SREB</p>

Conference Sessions

Thursday, May 26, 2022

Time/Location/#	Objective/Area	Session Title, Description and Speakers
Fourth Quarter Sessions		
10:50 a.m. – 12:05 p.m. Conference A 4-D	Trust the Process	Practice Time! In this session, walk through how to use the Plan-Do-Study-Act improvement cycle to address a problem of practice. Let's discuss what's necessary at each step – whether long or short term. Walk away with solutions to your most pressing coaching challenges! Susan G. Allred , Susan Allred Education Consulting
10:50 a.m. – 12:05 p.m. Conference 4 4-E	Build Strong Teams	Move Your Turnaround Work from Vision to Action – <i>Strategically</i> How do we know if we've improved how students learn while also evaluating the effectiveness of our practice? Learn how to foster and advance your continuous improvement processes by creating guiding coalitions and district and school "volunteer armies" to ensure success. Kentucky's Key Core Work Processes show you how to reflect on your practices and formulate next steps. Join us to explore goal setting and needs assessments. We'll practice bridging the gap between articulating a vision and taking actionable steps with aligned success measures. Take home performance rubrics and protocols for analyzing the Key Core Work Processes. Susan Greer , Tom Stewart and Wanetta Morrow , KDE
12:05 – 1:15 p.m. Hotel Dining Room		Conference Lunch
Two-Minute Warning		
1:15 – 2 p.m. Salons 1-3	Sustain Change	10 Lessons Learned from 25 Years of Improvement Coaching Scott Warren shares some of the lessons he's learned from nearly a quarter-century of school improvement coaching. Let his encouraging words get you fired up and ready to take what you've learned back to your schools, districts and states! Scott Warren , SREB
Final Plays		
2 – 2:30 p.m. Salons 1-3	Plan for Success	We Practiced – Now Let's Run It! Reflect on what we've shared and create a plan to take what you've learned back home. Our presenters are here to help you create short- and long-term plans to strategically improve your coaching. Quinton Granville , SREB, and All Presenters
2:30 – 3 p.m. Salons 1-3	Plan for Success	Collaborative Planning and Final Horn SREB's staff are here to answer your questions, help you solve thorny issues and provide personalized coaching support. SREB Team

Thank you for coming! Please complete our evaluation to download your certificate of participation:

<https://www.surveymonkey.com/r/Coaching4ChangeConference>

We hope to see you at the 2022 Making Schools Work Conference in Grapevine, Texas, July 19-22.

SREB | School Improvement

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