



FIRST Education Instructional Coaching Certification



WHY?

Highly trained coaches are necessary to meet the unique needs of teachers. The FIRST Education Instructional Coaching Certification will ensure that you have the skills and experiences you need to succeed as a coach. All professionals deserve the opportunity to learn and grow in a way that is specifically designed for their needs and this Certification program is crafted especially for coaches.

WHAT?

The FIRST Education Instructional Coaching Certification process involves participation in a set of trainings that are all specifically designed to build the capacities and habits most important to coaches. In addition to these training opportunities, Certification candidates will be assigned a coach with whom they will meet throughout the process to receive feedback, monitor coaching goals, and provide support.



DEVELOP CORE CAPACITIES

Coaches will develop skills and strategies aligned to the FIRST Education Core Coaching Capacities: Communicate for Understanding, Build Relationships, Facilitate Excellence, Focus on Learning, Coach Knowledgeably, Model Self-Improvement.



LEARN COACHING STRATEGIES

Participants in the Certification program will learn the strategies they need to coach teachers based on their needs and the needs of their students. Coaches will be trained on the FIRST Education Coaching Tools, which span everything from questioning strategies, to coaching cycles, to team coaching tools.



RECEIVE 1-ON-1 COACHING

Learning is best generalized from theoretical to practical through individualized coaching and feedback. Certification candidates will meet with an experienced coach, who shares their area of focus, throughout the program.

CONTACT US TODAY!



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FIRST Education Instructional Coaching Certification

The FIRST Education Instructional Coaching Certification develops and strengthens the Core Coaching Capacities of participants through a purposefully designed series of trainings and supports. Coaches will gain knowledge and experience with tools and strategies that will lead to improved outcomes for teachers and students. Our trainings and tools are built on the research around Collective Teacher Efficacy and Teacher Clarity and on the coaching theory work of Jim Knight, Megan Tschannen-Moran, Elena Aguilar, and others.

CERTIFICATION TRAINING COURSES

Courses can be taken in any order, with the exception of the Instructional Coaching Toolkit 2.0, which must be taken after having completed the Instructional Coaching Toolkit Series. Courses are offered in the Fall, Spring, and Summer in a virtual format. The course format is indicated next to each title.

COURSE FORMAT OPTIONS KEY



Live Zoom Training



Asynchronous



Flipped (Part Live Zoom and Part Asynchronous)

INSTRUCTIONAL COACHING TOOLKIT



Whether you are a brand new coach, or a coach looking to expand your skillset, the Instructional Coaching Toolkit Series is for you! Drawing upon a variety of coaching approaches and models, this series will support coaches in learning entry points for coaching relationships. Coaches will learn how to determine the best approach for any situation they might face.

During these sessions, coaches will learn strategies and have the opportunity to practice these strategies within the safe environment of the group. Functioning as a professional learning community, the facilitators and fellow participants will support coaches as they try out their new learning between sessions and as they seek out the tools they need to be successful in their coaching role. As a result of participating in this series, Instructional Coaches will develop the confidence and the strategies they need to be the very best in their role!

INSTRUCTIONAL COACHING SUMMIT



Throughout the 2-day Summit, focused completely on instructional coaching and held each Fall and Spring, you will have the opportunity to select from a wide array of breakout sessions led by experts in the field of coaching and roundtable discussion sessions led by your coaching colleagues. Certification candidates will attend one coaching summit as part of their program. Candidates are, of course, welcome, and encouraged, to attend both the fall and spring summit as a way to continue their own learning and connect with other coaches from across the country. As a result of participating in the Summit, coaches will learn new strategies and consider ways to approach dilemmas and opportunities within their coaching.

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CERTIFICATION TRAINING COURSES (CONTINUED)

INSTRUCTIONAL COACHING TOOLKIT 2.0: ADVANCED PATHWAYS

Certification Candidates will select one Toolkit 2.0 pathway for advanced coaching training.

PLANNING AND FACILITATING PROFESSIONAL LEARNING FOR STAFF

In this pathway, coaches will learn the characteristics of high quality professional learning for teachers and will learn tools for designing and implementing such learning in their setting.

DIGGING DEEPER INTO COACHING CYCLES

In this pathway, coaches will extend their knowledge of how coaching cycles can be leveraged to engage teachers in sustainable, professional growth. We will explore strategies that can be used during cycles to help teachers reach their goals and to improve student outcomes. Additionally, ideas will be provided to breathe life into stalled cycles so that teachers become more engaged and see the impact of their efforts!

DEVELOPING AN INSTRUCTIONAL PLAYBOOK

In this pathway, coaches will learn the steps that can be taken to co-create an instructional playbook with those they coach. An instructional playbook provides the guidance and resources that teachers need to successfully provide instruction that meets the needs of all students within the classroom. This session will provide coaches with the tools and guidance to get started on this process with their teachers.

PLANNING FOR AND MEASURING YOUR COACHING IMPACT

In this pathway, coaches will work to answer the question, "How do we actually do the work of coaching in a way that leads to impact that we can see?" In the quest to answer this question, coaches will learn strategies for measuring the observable impact of their coaching efforts on the teachers they coach and the classrooms they support. As a result of this pathway, coaches will be able to definitively prove the value of instructional coaching to improve the student outcomes of their school.

COACHING FOR OBSERVABLE IMPACT NETWORK

How do we actually do the work of coaching in a way that leads to impact that we can see? Through participation in the Observable Impact Network coaches will learn strategies for measuring the observable impact of their coaching efforts on the teachers they coach and the classrooms they support. Coaches will have the opportunity to collaborate with and learn from their colleagues in schools and districts near and far. Together, we will connect our actions to our impact!

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CERTIFICATION TRAINING COURSES (CONTINUED)

SELECT ONE OF THE DEEP STUDY OPTIONS

Candidates will select one of the options below or one additional Toolkit 2.0 focus area for deeper study.

COACHING THAT TRANSFORMS COLLABORATIVE TEACHER TEAMS



These sessions will help coaches identify how to nudge collaborative teacher teams to achieve greater impact on student learning. We can coach and take action in what we see in schools, where we look, who we listen to, our self-awareness, and finally, what we say about what we see and hear. We have a professional obligation to lead and coach in a way that surfaces and interrupts inequities and transforms practices that help us to create the schools children deserve.

This training will offer an opportunity to reflect on ways of being, identity, and how to support teams in navigating the stages of team development. Coaches will learn to cultivate the conditions that create the optimal learning setting to build trust, connections and psychological safety amongst collaborative team members.

EQUITY MINDED COACHING FOR SYSTEMS CHANGE



What might it mean to go beyond using an “equity lens” and operate from a permanent position of equity-mindedness? In this 3 part developmental series, participants will interrogate their beliefs, learn key organizational considerations to address inequities, and analyze strategies needed to support an effective coaching culture. Participants will leave with tools and other resources to enact transformational change and create equitable conditions leading to high outcomes for all students.

Training topics include: The ABC’s of Effective Impact: Disrupting Harmful Practices, Exploring the Meanings of Equity-Minded Coaching, and Developing an Equity-Minded Coaching Culture

PERSONALIZED 1-ON-1 COACHING

Each Certification Candidate will be assigned a coach who shares their area of focus (math, literacy, behavior, elementary instruction, etc.). The assigned coach will work with the Candidate to set a Certification goal and will meet with them throughout the coursework (5 times) to monitor goal progress, to discuss the Candidate's learning of the Core Coaching Capacities, and to provide feedback and support as the Candidate implements the tools and strategies being learned.

COACHING CERTIFICATION PRICING

Pricing is inclusive of all trainings and coaching listed above, along with print materials for the Toolkit series.



\$2,000 PER COACH



\$1,750 PER COACH IN TEAMS OF 3+

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