

# FIRST EDUCATION INSTRUCTIONAL COACHING CENTER



## WORKSHOP AND SERVICES LIST





# Thank you

## for your interest in the FIRST Education Instructional Coaching Center



At the FIRST Education Instructional Coaching Center, we are committed to providing coaches with practical resources, tools, strategies, and advice rooted in the latest research on adult and student learning. As currently practicing coaches, our team knows the challenges that are faced in schools.

When we design a workshop, or providing mentoring support, we do so from a place of experience. We pride ourselves on ensuring engagement and relevance in our workshops, whether virtual or onsite.

In this guide, you will find a full listing of our workshop and service offerings. These can all be offered onsite, virtual, or in a hybrid model. We regularly create customized offerings for schools and districts, so if you are looking for something specific, and you do not see it in the guide, please reach out so we can design it together!

We would be honored to partner with you for the purposes of improved instructional coaching and improved student learning. Please reach out to schedule a planning call if you'd like to discuss next steps!

In Partnership,

*Danica Lewis*

Director, FIRST Education Instructional Coaching Center  
danica@firsteducation-us.com





# Client Reviews

I gained so much from this training. You have given us permission to truly be what we want to be as Instructional Coaches. I absolutely honor and appreciate that!

**High School Coach, Idaho**

This training, and the resources you shared, have already been so helpful in my coaching work!

**Classroom Management Coach, West Virginia**

I feel like I want to have a little earpiece with Danica on it while I engage in my first few coaching conversations...just to hear her feedback and get her support to formulate questions.

**Middle School Coach, Montana**

Our principals and coaches gained so much from their time together in this training! They walked away with a clear plan and the excitement to implement their action steps.

**Curriculum Director, Colorado**

Thank you! I learned a ton and really enjoyed working with other coaches. Though the format was virtual, the training was very engaging and so well planned.

**Special Education Coach, Texas**

I loved everything about this conference. I couldn't get enough of the tools and I loved meeting with my triad. The ideas we explored together really helped me deepen my understanding and prepare to apply the learning to my coaching practice.

**Elementary Coach, Tennessee**





# Workshops

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# INSTRUCTIONAL COACHING TOOLKIT



Whether you are a brand new coach, or a coach looking to expand your skillset, this workshop will allow for your professional growth by deeply examining Core Coaching Capacities and essential coaching tools. Drawing upon a variety of coaching approaches and models, this series will support coaches in learning entry points for coaching relationships. Coaches will become skilled at determining the best approach for any situation they might face and will develop the skills they need to move student learning forward.



**Audience:** First year coaches, experienced coaches, teacher leaders, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, modeling, and role playing. It can be delivered onsite, virtual, or hybrid



**Time:** Onsite - 2 days | Virtual - 12 hours | Hybrid - 1 day onsite, 6 hours virtual

Onsite	→	<b>\$10,000</b>
Virtual	→	<b>\$5,000</b>
Hybrid	→	<b>\$7,500</b>





# The Instructional Coaching Toolkit



## Increase the Effectiveness of Your Coaching

Coaching has been found to be the most effective professional development model to improve teaching practice (Joyce & Showers 1995). In order for this to be realized in practice, coaches must implement specific practices focused on meaningful goals. During this workshop, coaches will learn specific tools and strategies that will ensure their efforts lead to results. Drawing upon a variety of coaching approaches and models, this training 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.

**Contact Us to Get Started!**

**[danica@firsteducation-us.com](mailto:danica@firsteducation-us.com)**

Danica Lewis  
Director of the FIRST Education  
Instructional Coaching Center



### Productive Collegial Conversations

Coaches will learn how to leverage listening and questioning to engage in meaningful and productive conversation with teachers. Participants will be provided with tools to use as a guide for this work and will have the opportunity to practice what they are learning with feedback provided by the trainer.



### Flexible Approach to Coaching

Coaches will learn how to analyze the situations with which they are faced and determine the best coaching style to meet the needs of the moment. From coaching cycles, to leading professional development, to classroom feedback, and more, coaches will be provided with tools that provide the "how" of any coaching partnership.

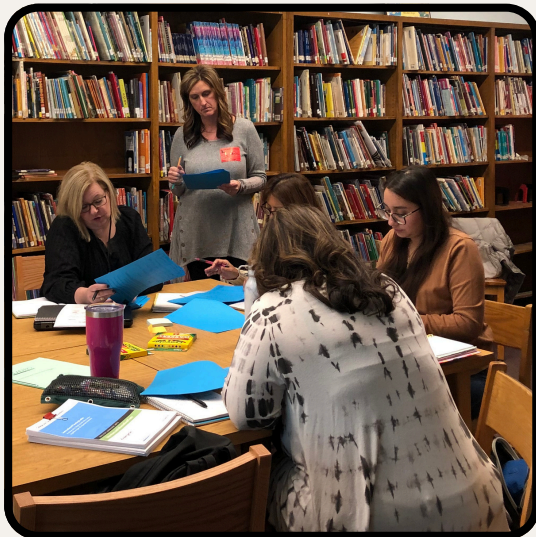


### Improved Student Learning

Coaches will learn how to leverage their support to improve student learning in the classrooms of the teachers they coach. Participants will be provided with tools that can be implemented immediately to examine student learning and to make adjustments as necessary.



# ADVANCED COACHING PATHWAYS - TOOLKIT 2.0



Instructional coaches with the desire to continually learn, develop, and refine their coaching practices will not want to miss the Instructional Coaching Toolkit 2.0. This advanced training spans topics across 4 learning pathway. Pathways include: Digging Deeper Into Coaching Cycles, Developing an Instructional Playbook, Planning and Facilitating Professional Learning for Staff, and Planning for and Measuring Your

Coaching Impact. During these sessions, coaches will discover practical strategies to support their own learning, and the learning of those they coach, while impacting students.



**Audience:** Experienced coaches, teacher leaders, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, modeling, and role playing. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 4 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,000**



# DEVELOPING AND LAUNCHING AN INSTRUCTIONAL COACHING PROGRAM



Interested in making sure you design a coaching model that has an impact on student learning and teacher success? The role of the coach is to provide support to teachers as they improve student learning within their classroom. This does not happen by accident, but by design. This session will guide teams through the process of designing a coaching program that will lead to impact. We will examine the purpose of coaching in the school or district, the methods of coaching that will be used, and the impact that coaches will have. As a result of this workshop, teams will have a clear implementation plan and action steps to ensure success.



**Audience:** Principals, curriculum directors, district leaders, coaches, teacher leaders



**Models:** This is an interactive workshop that includes presentation and team planning. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 4 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,000**



# COACHING COLLABORATIVE TEACHER TEAMS



These sessions will help coaches to identify how to nudge their collaborative teacher teams to achieve greater impact on student learning. Coaches will have the opportunity to learn how to support teams in navigating the stages of team development. This contributes to cultivating the conditions that build the trust, connections and psychological safety that teams need in order to engage in cognitive dissonance and to

embrace the innovative practices that lead to improved student learning. When this foundation has been laid, teams can more effectively work together and rely upon each other with students as the beneficiaries.



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation and interactive activities. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 4 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,000**



# LEARNING AND GROWTH FOCUSED COACHING CYCLES



Coaching cycles are a tried and true approach to providing embedded professional learning and support that improves teaching practice. In this workshop, coaches will learn how to establish coaching cycles that are realistic for their role and schedule and that are designed to impact student outcomes. Coaches will leave this session with practical tools and a framework for making an impact.

This session can also be customized to address coaching cycles for those in non-traditional coaching roles, such as team leaders or those with teaching responsibilities in addition to coaching responsibilities.



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, modeling, and role playing. It can be delivered onsite or virtual.



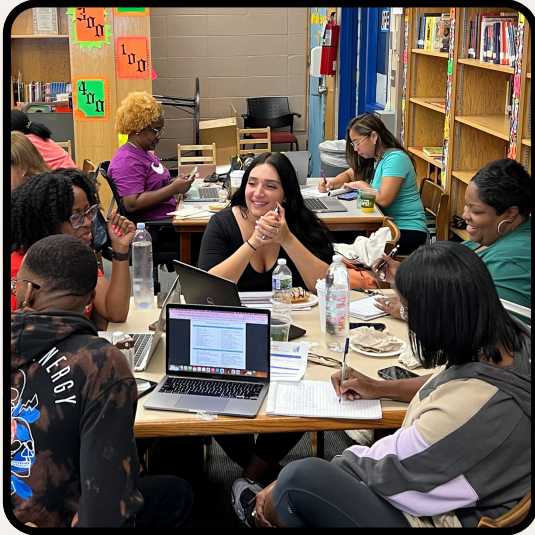
**Time:** Onsite - 1 day | Virtual - 4 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,000**



# IS YOUR COACHING MAKING AN IMPACT?



Is your investment in coaching causing student learning impact? Instructional Coaching is an investment that a school or district makes in the hope that it will lead to improved instruction. The question is...how do we know if our coaching is meeting our professional learning goals and leading student learning growth? During this session, based on practical experience, along with the latest research on the role of

coaching in school reform, Danica Lewis will share the aspects of Instructional Coaching that must be examined in order to determine impact.



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, interactive activities, and team planning. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 4 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,000**



# COACHING FOR ACTION AND IMPACT



Leaders and coaches must not only plan for action, but also for impact that can be seen in the classroom. When they connect their leadership and coaching actions to observable changes in practice in the classroom, student learning improves and teacher efficacy grows. During the first day of the launch, coaches will gather to define and refine their role and moves. On the second day, principals will join and, together with their coach, will align their action and support to school improvement efforts.



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, interactive activities, and team planning. It can be delivered onsite or virtual.



**Time:** Onsite - 2 days | Virtual - 10 hours

Onsite → **\$10,000**

Virtual → **\$5,000**





# COACHING FOR ACTION AND IMPACT **TWO-DAY LAUNCH**

Planning for ACTION that leads to IMPACT  
for Instructional Coaches and Principals

## WORKSHOP GOALS



### PRINCIPALS WILL...

- Create a vision for coaching.
- Unpack school goals.
- Develop a plan for teacher support that aligns to the improvement efforts of the school.



### COACHES WILL...

- Create a vision for coaching.
- Identify strengths and challenges in current approach.
- Create a plan for coaching growth.
- Describe coaching moves to support teacher growth toward school goal



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# 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 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.



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors, equity leaders



**Models:** This is an interactive workshop that includes presentation, interactive activities, and team planning. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 6 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,500**



# LEVERAGING CONVERSATION AND FEEDBACK FOR TEACHER AND STUDENT GROWTH



More and more, schools are learning that real, sustainable academic improvement requires support for teachers that goes beyond what the typical teacher in-service day can offer. When teachers have access to intentional, job-embedded coaching, they are more likely to take on new practices and to stick with those that work for the long

haul. This coaching can be provided by a skilled Instructional Coach or a collaborative School Leader. In this session, we will work through several strategies for questioning, feedback, and conversation that can be leveraged by coaches and leaders to empower teachers as they develop classroom instruction that drives student learning and growth. Participants will walk away with ready to use tools that will make a difference in the success of teachers and students.



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, interactive activities, and role playing. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 4 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,000**



# PRODUCTIVE PARTNERSHIPS: IMPROVING THE LEADERSHIP AND COACHING CONNECTION



No great change or improvement can occur within a school absent the support and leadership of the building principal. Principals allow “pockets of excellence” to become systemic excellence by design. When principals and instructional coaches partner together to focus on that systemic excellence, there is no limit to what can occur. In this session, participants will examine the goals and roles of the coach and principal in an effective partnership. Together, the coach and principal will create a plan to ensure their work is connected and aligned and will gain access to tools to maintain and deepen their partnership over time. Improved student learning and strong teacher support is the goal...cohesive action from the coach and principal is the way to make it happen!



**Audience:** Coaches, teacher leaders, department chairs, principals, curriculum directors



**Models:** This is an interactive workshop that includes presentation, interactive activities, and team planning. It can be delivered onsite or virtual.



**Time:** Onsite - 1 day | Virtual - 6 hours

Onsite —→ **\$5,000**

Virtual —→ **\$2,500**



# INSTRUCTIONAL COACH MENTORING



Whether new or experienced, the value of having a mentor cannot be overstated. With a variety of models from which to choose, coaches can determine the level of support they wish to receive. Options include: on-call mentoring, goal driven mentoring, mentoring cohorts, or reflective mentoring. See the flyer that follows for more details on each option.



**Audience:** Coaches, teacher leaders, department chairs



**Models:** This is a one-on-one or small group service that can be provided onsite, virtually, or in a hybrid model.



**Time:** Varies based on selected model

Onsite

Virtual

Hybrid



**Contact us for pricing**





# Mentoring for Instructional Coaches

Personalized Support Options for Instructional Coaches



## MENTOR ON-CALL

An experienced Instructional Coach Mentor available to you "on call" is an amazing resource and support for all instructional coaches. Whether you want to talk through a difficult situation you are facing, or need a thought partner to think through an upcoming professional development you are facilitating, your Instructional Coach Mentor is there for you via email or Zoom.

## GOAL FOCUSED MENTORING

Once or twice per month, dependent upon your availability, your Instructional Coach Mentor will schedule time with you to meet via Zoom. During these Zoom sessions, your Mentor will support you in setting and monitoring goals and will model coaching conversations while talking through current dilemmas you are facing.



## MENTORING COHORT



Once per month, you will connect with other coaches for a 60 minute Zoom session. During this session, you will have the opportunity to learn from our team of experienced Instructional Coaches and participate in collaborative opportunities with other Coaches intended to build your confidence and skills.

## REFLECTIVE MENTORING

Based on the high-impact strategy "Micro-Teaching," coaches will record themselves during a coaching session, a team meeting, a professional learning session, etc. The Mentor will support the coach in viewing and reflecting on the session. The Mentor will provide feedback for continued growth.





# COACHING PROGRAM ANALYSIS



Instructional Coaching is a significant investment into the improvement of teaching and learning in a school and/or district. It is critical that the impact of that investment is clearly seen. In the Coaching Program Analysis, our team will evaluate your coaching program for impact, including the research-based aspects of coaching that must be in place for impact to be seen: coherence, content focus, active learning, sustained duration, and collective participation. In addition to a thorough analysis, we will provide you with recommendations for next steps to continue to grow and improve your coaching program.



**Audience:** Coaches, principals, curriculum directors, superintendents



**Models:** The ideal analysis includes one day onsite and follow-up virtual conversations, however, it can be done without the onsite visit through virtual conversations only.



**Time:** Varies based on selected model and number of stakeholders to be interviewed.

Onsite → **\$5,000**

Virtual → **\$3,000**





# COACHING PROGRAM ANALYSIS

## Is Your Investment in Coaching Causing Student Learning Impact?

Instructional Coaching is an investment that a school or district makes in the hope that it will lead to improved instruction. The question is...how do we know if our coaching is leading student learning growth?

## We Can Help!

Built upon years of successful experience designing and leading instructional coaching programs, our analysis approach comprehensively examines all aspects of your coaching program. Upon completion of the analysis, your team is presented with a thorough report that highlights strengths and opportunities, and details recommended next steps.

## Analysis Process

- ✓ Onsite Observations
- ✓ Stakeholder Interviews
- ✓ Artifact Review



**Ready to get started?**

[danica@firsteducation-us.com](mailto:danica@firsteducation-us.com)

## Analysis Components



### Coaching Program Goals

Successful coaching programs are built on clear goals aligned to the most important work occurring in the district or school. Our analysis will examine the core principles of your coaching program, the alignment of your coaching goals to the work of your school and/or district, and how well those goals are met within the coaching currently occurring.



### Coaching Model and Methods

No one model or approach to coaching works in every situation and so the most effective coaching models are built to be responsive to the needs of teachers and students. Our analysis will consider the design of the coaching program, the methods used during coaching sessions, the professional development for coaches, and the collaboration between the coach and building/district leaders.



### Impact of Coaching

Our coaching efforts must lead to impact that can be observed or measured. Our analysis will examine the ways in which coaching is leading to the improvement of teaching and learning.



# MENTOR/NEW TEACHER PROGRAMMING



Looking to improve your support for teachers in their first year with your school or district? Wondering how to best prepare mentors to meet the needs of their mentees? We can help! Based on our years of successful new teacher induction experience, we have developed comprehensive programming for mentor training, new teacher program design, and new teacher learning support. See the detailed information on the follow page to learn more about the available resources.



**Audience:** New teachers, mentors, principals, leaders of new teacher programs



**Models:** Resources are available as “ready to present” slides or as on-demand video modules. Onsite delivery is available, as well.



**Time:** Varies based on selected model.

## ***See Page 23 for Detailed Pricing Information***

New Teacher Training Slides and Handbook —→ **\$1,500**

Above plus Mentor Training Video Modules —→ **\$2,500**

Above plus New Teacher Training Video Modules —→ **\$3,500**

**Contact Us for Onsite Pricing Options**





**FIRST EDUCATION**

INSTRUCTIONAL COACHING CENTER



# NEW TEACHER AND MENTOR PROGRAM

Use our years of successful experience leading and supporting mentors and new teachers to benefit your own program. This comprehensive, fully digital solution is not only easy to use but has also been tested and revised over years and years of use.

FULLY  
DEVELOPED  
PROGRAM

**BASED ON  
YEARS OF  
SUCCESSFUL  
EXPERIENCE**

## OUR PROGRAM:



### ON-DEMAND MENTOR TRAINING

Video-based mentor training designed to be used by individuals or a group to learn the skills of serving as a mentor. The training focuses on the skills and tools needed to ensure a successful mentoring experience.



### MONTHLY NEW TEACHER PROFESSIONAL LEARNING

Fully developed, monthly new teacher professional development slides and presenter handbook. This resources is designed for easy implementation and is based on the unique needs new teachers.



### MENTOR/NEW TEACHER HANDBOOK

Comprehensive, detailed information describing how mentors can effectively support their new teacher throughout the year.

## CONTACT

US NOW



920-479-6504



danica@  
firsteducation-us.com



[https://bit.ly/FIRST-  
Coaching-Center](https://bit.ly/FIRST-Coaching-Center)



### Package #1 - \$1,500

- 10 months of fully developed New Teacher sessions, including slides, speaker notes, set-up guides, and handouts.
- Customizable Mentor Program Handbook that serves as a guide for the Mentor and New Teacher throughout the year. This resource includes observational frameworks, goal setting resources, feedback tools, and monthly checklists.

### Package #2- \$2,500

- Each of the items described above are included.
- Mentor Training Video Modules that can be used as part of your own in-house mentor training OR that can be assigned for independent completion.
- *LIVE OPTION: The mentor training could be provided live, through Zoom or onsite. If interested in this option, contact us to discuss pricing.*

## CONTACT US



920-479-6504



danica@  
firsteducation-us.com



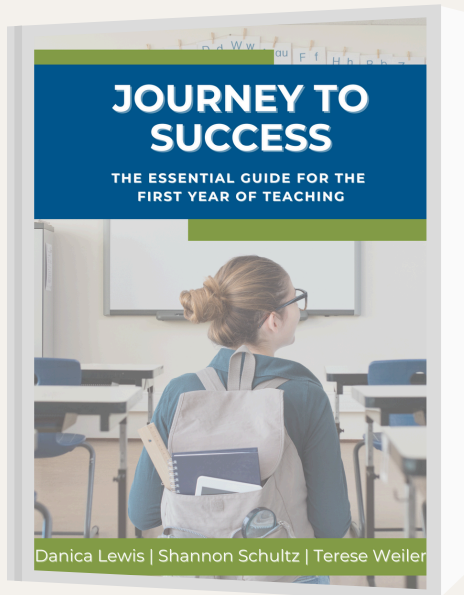
<https://bit.ly/FIRST-Coaching-Center>

### Package #3- \$3,500

- Each of the items described above are included.
- New Teacher Sessions Video Modules that can be used as part of your own in-house sessions OR that can be assigned for independent completion.
- *LIVE OPTION: The New Teacher Sessions could be provided live, through Zoom or onsite. If interested in this option, contact us to discuss pricing.*



# PUBLICATIONS



Starting your first teaching job can be both exciting and overwhelming. This comprehensive workbook, rooted in the principles of Universal Design for Learning, is your essential guide to a successful first year.

Developed by veteran educators with years of experience mentoring new teachers, this resource provides monthly modules covering critical topics such as establishing an asset-based mindset, classroom management, differentiated instruction, and work-life balance.

Each module includes:

- An overview of common "roadblocks" new teachers face and strategies to overcome them
- Recommendations for targeted professional development to build your skills
- Personal growth activities to support your well-being
- Reflection questions to foster deep learning

Whether used independently or alongside a mentor, this workbook equips you with the knowledge, mindsets, and tools to navigate the ups and downs of your first year with confidence. Packed with practical advice and inspiring stories from those who have been in your shoes, this is an indispensable companion for any new teacher.



Coaching cycles are a powerful practice that coaches can leverage to improve teaching craft and to impact student outcomes. Getting started with cycles, and ensuring impact within cycles, takes planning, knowledge, and deep coaching skills. This laminated guide examines the aspects of coaching that must be developed in order to improve the effectiveness of coaching cycles. Additional electronic tools are provided throughout the guide to allow coaches to get started with this work right away!

Thousands of schools across the country have shifted to a block schedule of some variety over the last three decades. Many schools believed and hoped that by increasing the time in tested subject areas, they would meet their goals and they would see an increase in test scores. While some schools did, many schools did not. This guide provides schools with a roadmap for the changes that must occur in order for the block schedule to have a meaningful impact on student learning.

# CUSTOMIZED SUPPORT OR WORKSHOP



Looking for training or support but not seeing exactly what you need within our offerings? We LOVE to create customized offerings for our partner districts and schools. No matter the topic, the workshops and services we offer are relevant, rooted in research, and designed to be practical for the realities of the classroom and schools. Contact us to get started!



**Audience:** Customizable



**Models:** We can design onsite, virtual, or hybrid workshops or support.



**Time:** Customizable

Onsite	→	<b>\$5,000/day</b>
Virtual	→	<b>\$2,500/day</b>
Hybrid	→	<b>Varies</b>





# READY TO GET STARTED?

*Let's Talk!*

We are so grateful that you are  
interested in partnering with us to  
provide professional learning or support.

We will be there with you throughout  
the entire planning process to ensure  
that the needs of your team are met.

Contact us today to get started!



*Danica Lewis*

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Coaching Center

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**[www.firsteducation-us.com/coaching-center](http://www.firsteducation-us.com/coaching-center)**