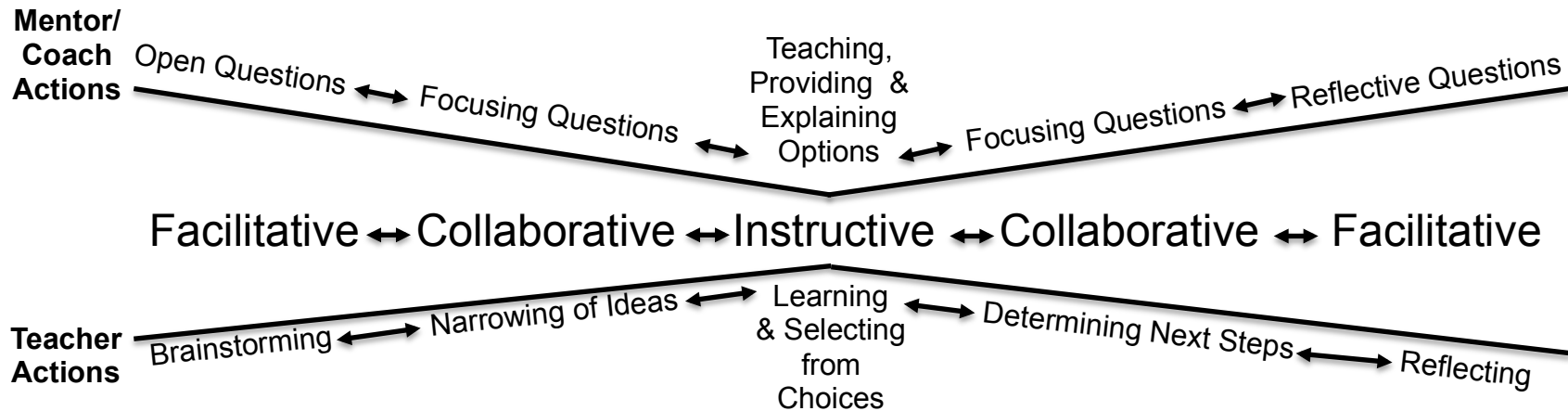


Conversational Arc of Effective Mentoring/Coaching Conversations



Mentors/Coaches continually interpret visual and auditory cues to guide which stance to employ

Instructive	Collaborative	Facilitative
<p>Flow of information is mainly from coach to teacher. The coach:</p> <ul style="list-style-type: none"> • Directs interaction based on assessed needs • Provides information on teaching/procedures • Offers choices, suggestions with rationale <p>Before taking an Instructive stance, I might ask:</p> <ul style="list-style-type: none"> • Would you like me to offer some ideas? • “Perhaps I can share some strategies that might be useful here?” <p>Instructive Coaching Moves:</p> <ul style="list-style-type: none"> • Share process for analyzing student work • Model and instructional strategy • Offer menu of ways to differentiate instruction • Share thinking that leads to solution • Reference current research 	<p>Flow of information is relatively equal between coach and teacher. The coach:</p> <ul style="list-style-type: none"> • Guides interaction without controlling it • Co-constructs solutions/materials with teacher <p>Before taking an Collaborative stance, I might ask:</p> <ul style="list-style-type: none"> • “Should we look at this together?” • “What next steps might you and I take together?” <p>Collaborative Coaching Moves:</p> <ul style="list-style-type: none"> • Co-develop a lesson/unit • Co-plan a conversation with a parent/guardian • Problem solve issues of practice • Analyze examples of student work together • Co-observe another teacher and debrief 	<p>Flow of information is mainly from the teacher to the coach. The coach:</p> <ul style="list-style-type: none"> • Mainly listens while teacher shares • Acts as facilitator of teacher’s thinking • Supports teacher in self-assessing <p>Before taking an Facilitative stance, I might ask:</p> <ul style="list-style-type: none"> • “What is working right now in this situation?” • “What next steps are you considering?” <p>Facilitative Coaching Moves:</p> <ul style="list-style-type: none"> • Facilitate group of teachers collaboratively planning • Listen as teacher analyzes student work • Post questions that clarify/deepen thinking