



BOARD MEETING MEMORANDUM

Board Meeting Date: February 17, 2026

From: Anita Hernandez, Director of Curriculum & Instruction

Re: District 34 Instructional Coaching Presentation

Agenda Location: Information/Discussion

Rationale:

This memorandum provides the rationale for the D34 Instructional Coaching program, highlighting its role in building teacher capacity, driving student achievement, and fostering long-term educational sustainability.

Alignment with District Goals

The coaching program is designed to create long-term partnerships and a sustainable form of professional development that aligns with district-wide goals for collective efficacy and continuous improvement.

Evidence-Based Rationale

- Instructional Quality: Research indicates that coaching raises the quality of instructional practice by 0.49 standard deviations. This growth is comparable to the difference between a novice teacher and a veteran with 5–10 years of experience.
- Student Achievement: Data shows that coaching leads to a 0.18 standard deviation increase in student achievement. Specifically, student growth in literacy has seen gains of 10–20%, while math performance has improved by approximately 15%.
- Professional Development Transfer: While traditional professional development (PD) results in only a 10% transfer of learning into practice, the inclusion of coaching—through modeling, observation, and feedback—increases this transfer rate to approximately 90%.
- Teacher Retention: Individualized coaching is cited by 64% of educators as a leading driver of teacher retention within their districts.

Program Performance Data

The program has demonstrated high engagement and measurable growth across the district:

- Engagement Rate: As of early 2026, the program maintains a 92% engagement rate among staff, with 157 educators participating in 838 documented interactions.
- Coaching Cycle Growth: Teachers participating in coaching cycles showed significant growth in key areas, including a +2.0 growth rating in Student Engagement and +1.2 in Data-Driven Instruction.
- Student Metrics: Coaching interventions correlated with substantial student growth, including a 20.4% increase in student agency and an 18.8% increase in data-driven instructional outcomes.



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Conclusion

The Instructional Coaching program serves as a high-impact intervention that accelerates teacher effectiveness and student growth. By prioritizing quality interactions over mere "dosage," the district ensures that its teaching staff is supported by evidence-based practices that lead to measurable academic gains.

Recommendation/Motion:

Informational item only; no action required.