

Instructional Coaching Program

February 17, 2026



1

COACHING IN LIEU OF PROGRAM



Coaching in Lieu of (CILO) Participation

Ineligible Faculty

	2022	2025
non-tenured	13	13
specialists**	15	14

****Specialists:** Counselors, Deans, Social Workers, Psychologists, Speech Pathologist

TOTAL FACULTY

2022	2025
111	102

2022

2025

Eligible Faculty*

79

75

Participants

30 teachers
5 DCs
44%

38 teachers
6 DCs
58%

Participate twice

n/a

34 (77%)

**eligible- tenured teachers in good standing*

Coaching in Lieu of: Logistics

- Teachers are assigned to a semester within the evaluation cycle
- Evaluators are notified when the Teachers are “off” cycle
- The content of the work between the Coach and the Teacher is confidential
- At the end of the cycle, Teachers fill out a cycle closure form

INSTRUCTIONAL COACHING SERVICES

AI Integration

Let's streamline lesson design, enhance instruction or get organized with different AI tools.

Assessments

Would you like to collaborate on assessments that focus on student mastery?

Brainstorming

Use us as a sounding board to bounce ideas off of one another.

Co-Planning

Let's plan a lesson or unit that uses research-based strategies!

Co-Teaching

Let's plan and teach a lesson together, followed by a debrief.

Tech Support

Let's plan ways to incorporate tech. to enhance student engagement and lesson planning.

Lesson Feedback

Need a second pair of eyes? Use a coach to watch a lesson and provide targeted feedback.

Strategies

Let's design activities and assignments using researched-based methods.

Data Dive

Let's get together to analyze assessment data so that you can make instructional decisions.



Areas of Focus: **Most Frequent**

MTSS

- ❖ **Student Engagement:** behavior, discussion
- ❖ **AI tools to improve efficiency:** data gathering, feedback, differentiation
- ❖ **Language Proficiency:** literacy, writing, academic vocabulary
- ❖ **Student Autonomy:** self advocacy, independence



Benefits of the Program: **Instruction**

MTSS

	Teacher Benefit	Student Benefit
Differentiation	Improved differentiation, scaffolding and "chunking" of content.	More accessible material tailored to their level.
Literacy Focus	Significant gains were seen in writing accuracy and "close reading" strategies. Teachers noted a "gritty attitude" toward tackling complex texts.	Growth in "Low-Middle" Students: The most impactful results were seen in students previously categorized as "low-middle" level, who showed "extremely evident" gains in comprehension.
Skill Development	Many reflected on the "art of teaching," moving toward more sophisticated instructional habits.	Transference of Skills: Teachers observed students successfully carrying skills learned in one unit over to the next.



Benefits of the Program: Classroom Culture

	Teacher Benefit	Student Benefit
Collaboration	When students saw their teacher working with a coach, it modeled the value of collaboration and professional growth.	Improved collaboration and "gritty" work ethic during class
Increased Focus	By prioritizing work on a specific goal, naturally limited classroom distractions and added more structure to teaching practices.	
Awareness & Advocacy	Became more aware of tone and delivery and it's positive impact on the classroom energy.	Notable improvement in student willingness to discuss their processes and goals with adults.



Benefits of the Program: Technology

MTSS

	Teacher Benefit	Student Benefit
AI to Create or Locate Resources	Use of AI for test prep and problem set creation, find short stories, generate practice test questions with embedded immediate feedback.	AI is not just about "finding the right answer," but is a tool to enhance learning.
AI to Enhance Thinking	AI was used in improve the quality of problems or tasks in order to deepen student understanding.	Exposure to AI as a critical thinking tool.

Benefits of the Program: **Assessment Practices**

MTSS

Teacher Benefit	Student Benefit
Growth: The process prompted new ways to approach rubrics and created pathways for students to regain points, fostering a growth mindset.	Feedback: There was a shift toward providing more immediate feedback loops to help students adjust before summative assessments.
Data-Backed Engagement: One teacher noted having specific data to prove "every single student in the class spoke" during a lesson.	Self-Evaluation: Students moved beyond just receiving grades; they are now working toward making corrections and self-evaluating their own work.



Teacher Next Steps: Tools & Outcomes

MTSS

	Specific Strategies	Goals / Desired Outcomes
Instructional Tech	AI for lesson revamping, <i>Snorkl</i> for feedback, Flippity for groupings.	Increasing clarity, immediate feedback, and more efficient grading.
Student Engagement	Vertical writing surfaces, team-building, student-led discussions.	Increasing "rigor" and further shift to a more student-centered environment.
Data & Tracking	Tracking ACT growth, employing the use of data sheets to track underperformance.	Identifying specific gaps in student understanding from Day 1.
Peer Collaboration	Pairing with someone with a common goal, sharing with departments.	More collaboration and sharing interdepartmentally.

2

YEAR 2 MENTOR PROGRAM

YEAR 2 MENTOR PROGRAM

- Collaborates with an Instructional Coach (IC) to set a goal(s).
- The IC and 2nd year teacher work together to determine the necessary steps progress toward the goal(s).
- Second year teachers:**
 - experience the benefits of coaching
 - get individualized mentoring & support

<i>(hired year prior)</i>	# of teachers
2023	3
2024	6
2025	5



Questions?