

## PORTSMOUTH SCHOOL DEPARTMENT INSTRUCTIONAL COACHING

### **Vision:**

The Portsmouth School Department (PSD) instructional staff is a community of learners (administrators, teachers and other staff engaged in the instruction of students) committed to enhancing their individual and collective professional growth. The PSD coaching model focuses on individual professional development and growth to promote and refine effective instructional practices. Coaching provides teachers with in-depth and intensive opportunities to reflect and construct knowledge about their practice that result in increased student performance.

### **Goals of the PSD Instructional Coaching Model:**

Instructional coaching will serve to ensure that all students receive instruction from adults who are committed to their own lifelong learning and improvement. Instructional coaching ensures that the district is continuously renewing and learning. The PSD coaching model is based on the following core principles:

- **Coherent**  
Align individual professional development priorities with district and school priorities that are reflected in strategic improvement plans.
- **Comprehensive**  
Provide organized, continuous, individual learning opportunities to meet district and site goals as well as curriculum and state standards.
- **Developmental**  
Include inquiry, research and reflection in order to meet the individual needs of adult learning and career development.
- **Differentiated**  
Reflect and respect different ways individuals learn and change in order to instruct using the best research and practice available.
- **Diverse**  
Provide a range of options to support individual goals and priorities.
- **Responsive and collaborative**  
Adapt to changing needs and priorities, new information, and student data. Provide ongoing support with technology and resource implementation.
- **Results oriented**  
Emphasize improved performance on the part of students, staff, and the organization through the use of research-based practices.
- **Systemic**  
Achieve growth throughout the system by curating change with individualized learning and by encouraging teachers to refine their instruction.

### **Description of Instructional Coaching**

Instructional coaching is “working alongside” colleagues to support their learning. This means supporting and coaching teachers who are interacting with students and engaging in active learning and reflection. In order to construct knowledge about instructional practices that improve student learning, coaches provide personalized support based on the goals and identified needs of the individuals. An instructional coach is never involved in the supervision or evaluation of teachers.

*\*Credit: Adapted from a document created by the Bellingham (WA) Public Schools*