

Instructional Coaching



Great educators foster great students. And supporting great educators requires providing regular opportunities for them to examine their values and beliefs about teaching and learning, consider new ways of thinking, and update their tools and resources. The RTI Center for Education Services uses an asset-based, non-evaluative coaching framework that integrates research-based strategies and theories of adult learning, agency, and change management to empower educators to make sustainable

changes to their practice for improved educator and student outcomes.

Our trained coaches, all of whom are experienced educators, facilitate embedded instructional coaching using a flexible and responsive framework to help educators advance their skills; impact student success; and lead change in their classrooms, schools, and districts. We also provide coach development training for schools and districts to support in-district coaches to do the same.



Equity-focused

Our coaches emphasize equity of outcomes—academic, social, and emotional—for all students because they understand that all children deserve access to a quality education that empowers them to thrive.

Empowering

Our coaches empower educators and cultivate growth mindsets through ongoing coaching cycles that impact opportunities for teachers to plan, implement, and assess empowering learning experiences and opportunities for students.

Grounded in research and theory

Our coaches leverage theories of adult learning and change management to engage educators in values-based goal setting and to motivate educators to examine and redesign their use of research- and evidence-based practices.

Asset-based

Our coaches adopt an asset-based approach that draws on educator strengths to enhance their practice and build educator confidence for innovation.

Autonomous and self-directed

Our coaches draw on educator expertise, autonomy, and agency to enhance each educator's sense of self-efficacy and increase the likelihood of successful and sustainable change outcomes.

Spotlight: Brunswick County Coach Development Training



“[RTI International’s coach development training] equipped our instructional coaches with knowledge, tools, and strategies they have used to make an immediate and positive impact on teacher efficacy and instructional practices.”

– **Antonia Johnson**, Executive Director of Elementary Education

By the Numbers

20

instructional coaches

2

district leaders

3

on-site, day-long
coaching workshops

40

virtual one-on-one
coaching sessions

Challenge: To align district-wide coaching practices and increase theory-based coaching strategies for better coaching outcomes.

Customized Support: Brunswick County engaged RTI to help develop and align district-wide coaching practices that rely on theories of adult learning to engage and motivate teachers for change. The coaching program focused on coaching practices that empowered teachers to set their own goals for growth and take ownership of building their own capacity.

Results: Pre- and post-support surveys indicated that coaching skills increased for all 18 indicators, including

- I am aware of and feel like I have strategies to influence change.
- I understand and know how to apply knowledge about specific adult learning principles.
- I have the ability to use a variety of questioning techniques to support the reflection and decision-making process of others and to communicate what those techniques are to others.
- I am comfortable with providing specific feedback to others.

Learn More

All children deserve a quality education that empowers them to thrive. However, each day educators are faced with new challenges driven by the accelerating pace of change. The need to perceive, understand, and act on emerging trends and practices creates added complexity and can strain capacity. At RTI, we’re partnering with educators to change that.

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