

## Northern California Career Pathway Alliance (NCCPA) Coach Training Module Outline

### Module 1. Supporting a System of Quality College and Career Pathways (Sept.29)

#### Pathway Coaches:

1. Share the belief that all high school graduates should be prepared for both college and career and actively promote systems of high-quality pathways that are accessible to, and support the success of, all students
2. Recognize that both college AND career readiness is the goal of systems of high quality pathways that are accessible to, and support the success of, all students
3. Use agreed upon language and deliver a consistent message about college and career pathways
4. Advocate for the pathway design, structures, outcome-driven curriculum, performance assessments, and unique learning and teaching practices that characterize college and career pathways
5. Utilize Quality Criteria to establish common understandings
6. Identify and apply the appropriate tools for conducting assessments, determining gaps, and developing implementation or action plans at district, site, and/or pathway level

### Module 2. Coaching Leadership for Significant Changes in Educational Practice (Sept. 30)

#### Pathway Coaches:

1. Distinguish among various coaching approaches and models
2. Assess client needs and goals in order to align coaching strategies
3. Demonstrate an understanding of organizational change and change theory when providing transformational coaching
4. Employ a variety of effective coaching strategies
5. Recognize the different clients that are served in the college and career pathway approach and collaborate with all support providers to achieve a cohesive message and confluence of efforts
6. Fulfill the duties and responsibilities of the specific coaching role assigned
7. Work within a coaching community to continually recognize and apply effective coaching strategies
8. Develop an outcome-driven coaching plan and submit analytical coaching reports

## Module 3. College and Career Readiness

(preliminary scheduled for Oct. 27)

### Pathway Coaches:

1. Assist clients to craft graduate and pathway outcomes, and backwards map them to grade level benchmarks
2. Offer strategies for aligning outcomes across district, site, and pathway that reflect the College and Career Readiness Standards and align to the Common Core Standards
3. Stimulate reflection to surface policy issues or constraints that might impact optimal pathway design and assessment practices
4. Recognize well-designed, rigorous performance assessments and encourage the use of calibrated common rubrics for graduate and pathway outcomes
5. Offer samples and resources for providing a range of targeted student support services

## Module 4. Coaching for Equity in a System of College and Career Pathways

(preliminary scheduled for Oct. 28)

### Pathway Coaches:

1. Create a coaching community that supports equitable access for all students and builds and sustains equitable practices
2. Continue to be aware of personal attitudes, beliefs, and behaviors that may influence the ability of a coach to advocate for equity in pathways
3. Have access to resources and promising practices to promote equity, access, and choice, as well as interrupt patterns of inequity that may exist in pathways, schools, and districts
4. Strengthen the coaching community of practice to support equity, access, and choice
5. Examine personal attitudes, beliefs and behaviors that support the ability to use Discourse ii to frame coaching conversations
6. Expand capacity to effectively use tools, resources, and strategies that address inequity

## Module 5. Supporting Effective Collaboration and Communities of Practice

(preliminary scheduled for Nov. 17 or Dec. 3)

### Pathway Coaches:

1. Establish a habit of continual reflection on the effectiveness of team collaboration
2. Model effective facilitation and share samples and resources for conducting productive meetings with fully participating teams
3. Model and share effective protocols for discussion, diagnosis and problem solving dialogue, reaching consensus, dealing with resistance and conflict resolution
4. Employ the *Communities of Practice Continuum* to build capacity to prepare all students for both college and career
5. Encourage distributed leadership across collaborative structures in a system of college and career pathways

6. Accurately assess the strengths and challenges of team they support
7. Support leadership and pathway teams to develop as communities of practice that employ the *Behaviors of Learning and Teaching* to transform instructional practice and prepare all students for college and career
8. Support teams in designing and offering a continuum of work-based learning experience and embedded, just-in-time support services

## Module 6. Encouraging a Culture of Continuous Improvement

(preliminary scheduled for Nov. 18 or Dec. 4)

### Pathway Coaches:

1. Nurture attitudes and promote practices that support a culture of continuous improvement
2. Model the use of data-driven dialogue focused on student outcomes at every level throughout the district
3. Encourage the establishment of systems of communication that inform all stakeholders about the indications of college and career readiness
4. Promote the engagement of a broad base of community, family, education, and industry partners in determining appropriate actions or interventions to continually improve student outcomes
  1. of quality work-based learning experiences for all students
  2. Provide samples and tools for discussing the implications of formative and summative performance assessments within a balanced assessment system
  3. Share samples, strategies, and resources for providing effective student support services to monitor student progress toward the outcomes and provide required interventions