

If a teacher says “I’m already doing that” but they are not

Then try these options

A- (*Behavior is just beginning to occur*)

Meet with teacher team to review lesson plans.

Encourage teachers to observe one another based on the lesson plans.

Debrief after observations.

Follow up at next team meeting. How did it go? What is a next step for collaborative lesson planning? How can I support you?

B- (*Behavior has been occurring for a while*)

Encourage all teachers to video tape themselves and view parts of the video tape during team meetings OR have the *I’m already doing that* teacher view their own video tape while following lesson plan and taking notes.

- What went well?
- What would you change?
- How did students react to your teaching?
- Which students do you feel were successful?
- Which students were not? Why?
- How can I support you?

C- (*Behavior continues to occur even after support...principal keeps requesting support for the same teacher...but no progress is being shown*)

Principal observes following lesson plan and taking notes.

Principal debriefs with teacher.

Principal identifies next steps for coaching support (weekly meeting to lesson plan with coach).

Principal meets with teacher and coach and outlines expectations.

Example:

Meet weekly with teacher to plan lessons.

Observe and take notes.

Debrief and identify next steps.

Continue cycle (plan, observe, reflect, next steps) until principal determines expectations are met.

Coaching Resources

- [Individual Coaching Cycles](#) bundle for Note-Taking Pages for observations
- [Sticky Note Planning](#)
- [PD and Meetings](#) bundle for Principal and Coach Note-Taking ideas for clear communication and next steps