

**If** a principal directs you to coach someone that does not want to be coached

**Then** try these options

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

Meet with principal to discuss the outcomes they would like to see.

- What help does the teacher need?
- What does this look like when it is successful?
- What does progress look like?
- How will the principal follow up with the teacher and the coach?
- What information will you be expected to share with the principal?
- How can we make sure as the coach I am not being evaluative or sharing information with you the principal that could be evaluative?

Ask principal to communicate with the teacher the expectations and what your support will look like before meeting with the teacher.

Schedule first meeting with teacher.

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

Meet with principal and review all coaching support provided to the teacher so far, including possible past principal directed coaching efforts.

Review what was successful and continues to be implemented and what was not successful and is not being implemented.

- Is the teacher making the progress we hoped? What data tells us yes or no?
- If the teacher is showing progress, what are the next steps you would like to see?
- If the teacher is not showing progress, what are the next steps you would like to see?
- Do you feel like my coaching is making a difference?
- Are there other coaching options (i.e., principal, mentor teacher, external coaching)?

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

Meet with principal and review all coaching support so far including data gathered on initial success and sustained success from coaching support.

Discuss other teachers you are coaching that are responding and improving teaching and learning and how this teacher is taking so much of your time.

Ask if it is an option for the principal or someone else to provide support/expectations to this teacher.

- What are other options since the teacher is not responding to your coaching?
- How do I make time to support teachers that want coaching?
- Who should I prioritize?
- What will make the biggest impact on improving teaching and learning?

**Coaching Resources**

- [Differentiated Coaching](#) bundle for Coaching Trackers