

# Resources for Implementation

## Chapter 8 Applied Learning Activity: Fostering Strong Educator-Coach Relationships

Chapter 8 illuminates the importance of a positive educator-coach relationship. Relationships characterized by trust and respect provide a strong foundation for critical conversations about practice and often inspire growth among educators. Coaches can use the tool below to reflect on additional aspects of high-quality relationships.<sup>1</sup>

### Warm and Emotionally Supportive

- How do your words, body language, and behaviors convey warmth?
- How do you maintain a warm and emotionally-supportive approach when there is a disagreement or conflict?
- How do you validate the educator's feelings and emotions?

### Involve Positive Feedback

- Do you consistently give specific, positive feedback? How?
- How do you ensure feedback is centered on goals and his/her selected areas of growth?
- How do you provide the educator with the opportunity to reflect on what s/he's doing well?

### Predictable and Consistent

- How do you ensure your interactions with educators are consistent? What schedule, structures, or processes do you routinely use before, during, and after an observation visit?
- When your schedule changes or you shift a coaching approach, how do you communicate these changes to the educator?

### Psychologically Safe

- In psychologically-safe relationships, both parties express concerns, ask questions, share ideas, and understand mistakes are part of the learning process. How do you respond when an educator makes a mistake?
- How do you encourage the educator to express concerns, ask questions, and share ideas?

<sup>1</sup> Based on Bailey, Jones, and Partee (2015). "SEL Pyramid and Problem-Solving Tool: A Synthesis of Evidence-Based Best Practices for Supporting Social- Emotional Development in Classrooms and Individual Students." Harvard Graduate School of Education: Cambridge, MA. <https://easel.gse.harvard.edu/>