Partners in Change: Literacy Coach and Principal

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Session Objectives

- Examine implementation challenges of a comprehensive literacy model
- Identify necessary components of a coach-principal relationship
- Explore ideas for building a powerful collaboration
School Change within a Comprehensive Literacy Model

Common Theory and Language
Systemic Layered Interventions
Sustained and On-going Professional Development

The Role of a Literacy Coach

If the coach is the academic arm of the principal, the principal must be the muscle behind the coach.
Common Goal
The literacy coach and principal must:

- Share a common goal for the school
- Support one another’s roles
- Collaborate around teacher learning
- Continuously communicate about support

Two Roles, One Goal

Coach
Help teachers recognize what they can do
Assist teachers in refining practice
Plan and provide for professional development

Principal
Assess and evaluate teacher effectiveness
Encourage/require participation in coaching
Provide time and resources

The Coach/Principal Relationship:
7 Keys
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- Vision
- Trust
- Communication
- Support
- Balance
- Joy and Humor
- Celebration

Vision

A school's vision becomes the energy behind every effort and the force that pushes through all the problems.

(Maxwell, 1993)

Trust

In order to build trust, there must be “honesty, respect, and follow-through”.

(Lambert, 2003)
Communication

Effective leaders communicate clear, consistent messages about the school’s vision, expectations, and challenges.

(Haycock, 2011)

Support

“The focus of school change has to be on supporting teachers in their efforts to become more expert and reorganizing all the aspects of the educational system so that they can teach as expertly as they know how.”

(Allington, 2001)

Balance

Change: Not an event or even a process; it is a part of existence, and is constant. (Toll, 2005)

As leaders in school change, we must find a balance to direct, focus, speed up, or slow down changes. (Toll, 2005)
Joy and Humor

The culture of a school “influences everything that goes on in that school.”

• Staff have a shared sense of purpose
• Norms of hard work, collegiality, and improvement
• Success is celebrated
• Joy and humor abound

Celebration

“Research and common sense point hard to the supreme importance of continuously recognizing and celebrating specific, short-term accomplishments that bring us closer to our goals.” (Schmoker, 2006)

Resources


