

*IU PIIC Mentors work with instructional coaches to focus on increasing student engagement and imp*

### The Pennsylvania Institute for Instructional Coaching (PIIC)

PIIC, a partnership of the Annenberg Foundation and the Pennsylvania Department of Education (PDE)

PIIC builds on the work of the [PAHSCH](#) (the [Pennsylvania Department of Education](#)), which [funded the PIIC](#) to create a statewide instructional coaching program. The PIIC is a partnership of the Annenberg Foundation and the Pennsylvania Department of Education (PDE).

**The PIIC Approach** The approach to instructional mentoring and instructional coaching reflects the growing consensus that

- Ongoing and job-embedded, recognizing that teachers want and need strategies for continuous improvement
- Linked to state standards, curriculum, and assessment, so that teachers build knowledge and skills
- Confidential and non-evaluative, so that teachers can work honestly and openly with their coaches
- Founded on evidence-based strategies for improving instruction, to offer teachers practical, classroom

**The PIIC Program** Implementing one-on-one coaching is the heart of PIIC. To be successful, coaches need

- An ongoing program of study on instructional coaching, mentoring, and teacher professional development
- Online resources for mentors and coaches, including toolkits, guides, and training curricula.
- Materials and training for school leaders to build their capacity to support coaching.
- Specific training, as appropriate, in the Penn Literacy Network's evidenced-based strategies for developing literacy
- Research and evaluation to analyze the effectiveness of instructional coaching and gather data to

**Mentors** Each IU will have an instructional coaching mentor, a position funded by PDE. Mentors will work

- Collaborate with coaches, teachers, and school leadership to identify needs.
- Analyze appropriate data and develop goals and a plan of action.
- Provide support for coaches individually and in groups, on-site or by email and videoconferencing.
- Create a "coaching community" within the IU.
- Participate in PIIC training to expand their instructional coaching knowledge and skills.
- Organize a variety of professional development activities for coaches and other school staff.

**Coaches** Instructional coaches provide one-on-one, “over-the-shoulder” assistance to teachers, helping

- Have the opportunity to participate in PIIC professional development activities.
- Work one-on-one with teachers in classrooms, offering confidential, non-evaluative feedback.
- Foster a collegial learning network of teachers and coaches in the district.
- Work with school administrators and leadership teams to support the coaching program.

**PIIC Technical Providers** Annenberg Foundation and Pennsylvania Department of Education, PIIC draws

- FHI 360 and Senior Advisor and Evaluator Elliott Medrich, who are conducting research on the impact of coaching.
- The Penn Literacy Network, which provides an evidence-based literacy professional development program.
- The Philadelphia Foundation, which provides administrative and management support to PIIC.
- Capital Area IU 15, which provides administrative and management support to PIIC.

## More Information

For more information about PIIC, browse this website, check out our [brochure](#) or [contact PIIC](#).

For more information about PAHSCI, [click here](#).

For more information about instructional coaching, visit [The Instructional Coaching Resource Guide](#).