

Research for Action: Data Highlights from Year One



RESEARCH for *ACTION*





Distinctive Features of PAHSCI

PAHSCI is distinctive in its:

- ★ scale as a **statewide Initiative**. Most coaching initiatives are district-based.
- ★ direct **focus on instruction** in high-need high schools. Most high school reform initiatives focus on changing organizational structures.
- ★ **focus on content** – the infusion of literacy-based practices across the curriculum by PAHSCI literacy and math coaches. Many coaching models use “change coaches” who provide technical assistance to principals and teacher leaders but do not focus on specific professional development content.
- ★ design which includes **interventions** aimed at **creating the necessary conditions** in districts and schools that will result in effective coaching and improved student achievement.
- ★ direct **site-based monthly mentoring** of coaches and administrators by Foundations mentors.
- ★ **research and development model** designed as a cycle of documentation, assessment and refinement, and as an effort that will create knowledge about coaching.



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Accomplishments

- Getting the Initiative running in a compressed time frame





Obstacles

- PAHSCI participants worked diligently to overcome obstacles





Accomplishments

- Coaches negotiated their roles and were highly regarded



Trust and Rapport

“Establishing trust and rapport is my primary goal and the only way I can get in the door as a coach.” - Coach



Establishing Credibility

“The coaches in this school,.... their role is invaluable. The credibility that they have established with the teachers has been really good. I mean, their colleagues are fellow teachers, but they’re still pulling people out of their comfort zone and, at times, challenging individuals’ belief systems.” - Principal



Accomplishments

- PAHSCI is a catalyst for organizational and cultural change





Teacher Collaboration

“We are certainly seeing more discussion among teachers, what they are doing in the classroom both with us and (with) each other.” - Coach



Accomplishments

- PAHSCI has supported change in classroom practice





Accomplishments

- Professional Development led by Coaches helped teachers adopt PLN strategies



Accomplishments

- When supported by building administrators, teachers were more likely to adopt PLN strategies

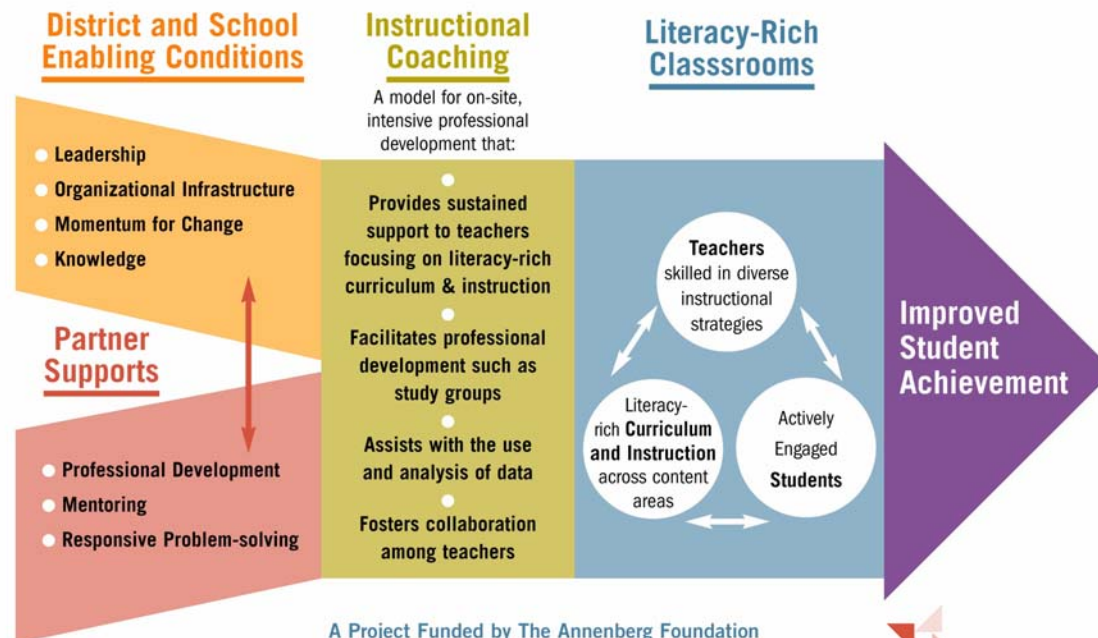


Accomplishments

- Particular subgroups of teachers are benefiting
 - Veteran Teachers
 - Special Education Teachers
 - Career Tech Teachers

Theory of Change

The Pennsylvania High School Coaching Initiative THEORY OF CHANGE



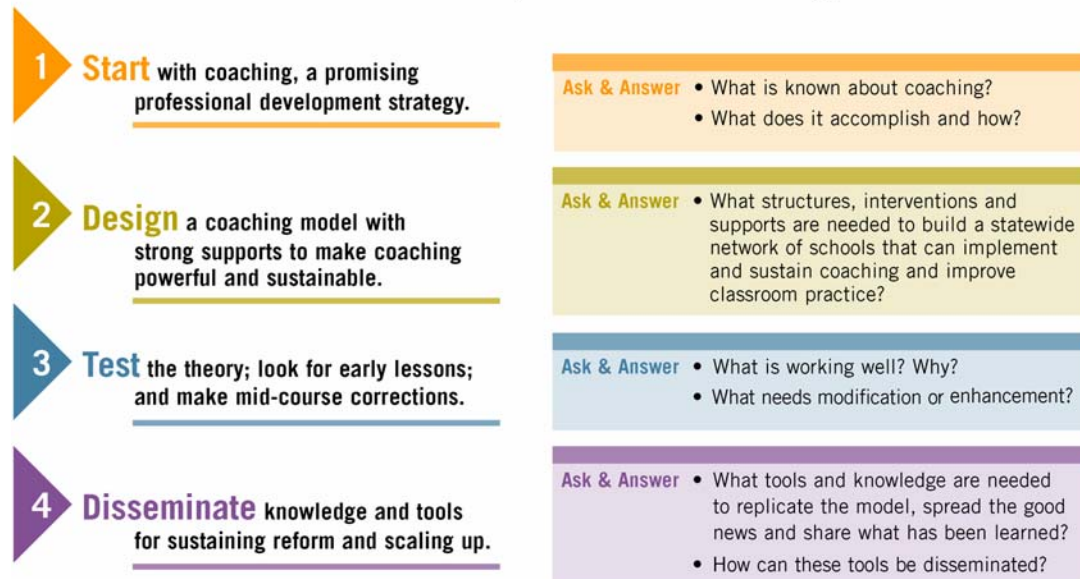
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Four Developmental Stages

The Four Developmental Stages of The Pennsylvania High School Coaching Initiative

A Research-Based, Statewide Coaching Model



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Recommendations

- Deepen Work
 - Support new teaching practices, increase student engagement, and achievement.
 - Further teacher understanding of the PLN framework and how it will improve student learning and achievement.



Recommendations

- Expand Work
 - Get more teachers and administrators involved



Moving Forward

“I’m very excited about next year because I have a core group of teachers that I’ve been working with that are just at the point now where they’re about to start going to each other’s classrooms.” - Coach