

2013-2014 Wisconsin S² M. A. R. T. Coach Academy

Purpose: Certify and license organizational and district S.M.A.R.T. coaches to build sustainable capacity for continuous improvement.

Description: The S.M.A.R.T. Coach Academy is a step-by-step, hands-on, guided learning experience that takes participants through the S.M.A.R.T. Goals Process – a proven-effective, data-driven, collaborative process focused on improving student achievement. At each step, participants learn tools and methods for engaging their PLC colleagues in research-based professional practices. The Academy provides individuals with the time, support and personal coaching in the skills and knowledge needed to facilitate the S.M.A.R.T. Goals Process.

Objectives: Participants will leave the Academy...

KNOWING HOW TO:

- ◆ Determine a school's greatest area of need (GAN)
- ◆ Write a S.M.A.R.T. school-improvement goal
- ◆ Use S.M.A.R.T. targets for progress monitoring
- ◆ Run effective meetings
- ◆ Use a variety of templates and graphic organizers to focus collaboration in their districts and schools

BEING ABLE TO:

- ◆ Lead the S.M.A.R.T. Goals Process
- ◆ Coach teams and individuals in the use of S.M.A.R.T. tools, templates and methods
- ◆ Facilitate job-embedded professional development

WITH NEW SKILLS IN THE AREAS OF:

- ◆ Coaching
- ◆ Team leadership
- ◆ Data analysis
- ◆ Collaboration
- ◆ Communication
- ◆ Goal management



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Why have a S.M.A.R.T. Trainer and Coach in Your District or Organization?

Does your district or organization ...

- ✓ Have a system of goal management that aligns school, team and classroom improvement efforts Pre-K–12?
- ✓ Have a collaborative, data-driven methodology that guides teachers' instructional decision making for improved student learning?
- ✓ Use job-embedded professional learning as an ongoing strategy for closing achievement gaps?
- ✓ Have the internal capacity to monitor student progress on a continuous basis and make adjustments to professional practice based on current, relevant data?

The Wisconsin S.M.A.R.T. Coach Academy provides the opportunity for CESAs, other organizations, and individual school districts to build internal capacity to create and support a system of improvement. Participants leave the Academy with the knowledge, tools and support they need to train internal teams and to coach implementation of the S.M.A.R.T. Goals Process – the methodology that brings coherence and focus to school and system improvement.

Successful participants are trained, coached, licensed and certified to bring this methodology to their organizations or districts. Participants receive training materials and learn to use them to train their client teams. The materials include a training manual, instructor guide, PowerPoint slides and two books. Participants are also taught coaching techniques that extend and enhance the work of teams in the implementation of the process. This combination of training and targeted coaching aimed specifically at implementation heightens both the impact and the speed of the improvements that come from the systematic use of the S.M.A.R.T. Goals Process.

By certifying internal trainers and coaches, your organization or district reduces its dependence on external sources and builds strength and capacity for continuous support of improvement efforts. In addition, internal coaches can provide immediate and customized support on an ongoing basis, reducing cycle time for new learning and action. The Wisconsin S.M.A.R.T. Coach Academy is a high-leverage, cost-effective investment for creating long-term and sustainable capacity for continuous improvement.



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Frequently Asked Questions (FAQs)

I. What is the S.M.A.R.T. Coach Academy?

The S.M.A.R.T. Coach Academy is an immersion in the S.M.A.R.T. Goals Process, with one-on-one coaching support over the course of a school year. Incorporating the attributes of effective professional learning as outlined in Learning Forward's new Standards for Professional Learning, you will learn the process by doing the process. You will have a personal, individual coach who will work with you to implement the process so that you and your district or organization will benefit immediately by your participation. At the end of the year, you will be fully qualified and licensed to be an internal facilitator and coach of the process, thus sustaining continuous improvement of student learning in your organization into the future.

II. Who should attend the Wisconsin S.M.A.R.T. Coach Academy?

Individuals with a passion for improving student learning will be the most successful graduates of this Academy. You do not have to be trained in coaching or in the S.M.A.R.T. Goals Process to be selected as a participant – that is what you will learn in the Academy. However, there is the expectation that any individual who attends will be provided the time, support and resources by their organization or district to attend all of the training sessions and to apply the learning to advance school improvement. School Improvement Services team members from CESAs, and organizational and district central office leaders who spend time in the schools and know how to support school leadership teams are excellent candidates for this role.

III. What will be expected – during and after the Academy?

The participants will be asked to commit to the following:

As a S.M.A.R.T. Coach-in-training I agree to...

- ◆ Attend all of the Academy elements – 8 training days, 4 symposia and 4 individual coaching sessions. The symposia (one hour each) and coaching sessions (45 minutes each) are conducted via phone conference after school hours.
- ◆ Participate actively.
- ◆ Do the assigned work between the elements and come prepared to share what I have learned, know that I will be engaging a school-based leadership team in the process while learning it.
- ◆ Provide honest and nonjudgmental feedback to the presenters.
- ◆ Be forthright in asking for help, clarification and assistance when I need it.

As a licensed S.M.A.R.T. Coach I agree to...

- ◆ Work with school-based leadership teams to implement the S.M.A.R.T. Goals Process with fidelity.
- ◆ Assist my district, agency or organization to address barriers to implementation of the process.
- ◆ Use my new skills, tools and processes for the betterment of my schools, district or organization only (i.e., not present myself for services beyond my current district or organization).
- ◆ Purchase supporting S.M.A.R.T. materials and services through QLD.
- ◆ Share my learning with my cohorts as I discover new tools and processes while working with my team(s).

IV. When all is said and done, what will a S.M.A.R.T. Coach know and be able to do?

Graduates of the S.M.A.R.T. Coach Academy will have a deep understanding of the School S.M.A.R.T. Goals Process and the skills to facilitate and coach the implementation of the process at the school, team and classroom levels. They will have a set of practical tools and strategies for assisting teacher leadership teams through the examination of their data and the development of S.M.A.R.T. Goals. They will also have research techniques for finding and implementing best practices in curriculum, instruction and assessment, and they will have the tools and templates to assist teams to monitor student learning progress on an ongoing basis. S.M.A.R.T. Coaches will have newly developed and honed leadership skills that will serve them well in the classroom, with their Professional Learning Communities (PLCs) and as school-based leaders of learning. A district or organization with S.M.A.R.T. Coaches can develop a systemic goal-management system that is sustainable, realistic and supported internally at a fraction of the cost of bringing in outside experts.

V. How will a S.M.A.R.T. Coach be supported after the Academy?

Academy participants and licensed S.M.A.R.T. Coaches will join a growing professional learning cohort with opportunities for online collaboration and ongoing “chats” with their colleagues and with QLD experts. Participating organizations and school districts will receive upgrades to materials, new templates and protocols, and continued support as needed for two years.

