

Coaching in Complex Situations

How do mentors address complex classroom situations that may be difficult for a new teacher to understand and change? This one-day professional development workshop, designed for experienced mentors, helps mentors analyze and address sensitive classroom issues while maintaining a trusting relationship. It helps build capacity to engage in difficult coaching conversations with beginning teachers. Topics include:

- Identifying issues of concern through mentor language and strategic conversation protocols
- Problem solving a current case of mentor practice
- Using entry points and teachable moments
- Building new teacher resourcefulness

Coaching in Complex Situations supports experienced teacher mentors, supervisor of interns, cooperating teachers, subject matter coaches, teacher leaders, principals, and/or administrators of induction programs that support beginning teachers. Participants must have previous foundational mentor preparation, preferably through New Teacher Center workshops, and field experience.

Coaching in Complex Situations helps participants:

- Examine human dynamics involved in complex coaching situations
- Identify and diagnose key mentoring issues using professional teaching standards
- Expand and deepen repertoire of coaching techniques
- Become familiar with a framework for selecting appropriate coaching strategies
- Understand and assess resiliency factors in schools
- Examine resistance theory and practice coaching for greater teacher efficacy and resilience
- Plan a course of action that addresses diagnosed needs

NTC's mentor practitioners have developed situation analysis and action plan resources that help mentors develop practical next steps as they work toward problem-solving. *Coaching in Complex Situation* participants are introduced to and work with tools such as:

- Mentor Collaborative Assessment Log (for use with coaching partners)
- Mentor Self-Assessment Summary
- Mentor Professional Standards
- Mentor Professional Growth Reflection
- Mentoring case study protocol

This teacher Induction professional development workshop is offered customized for districts and those practicing with the Charlotte Danielson Four Domains.

All Beginning Mentor Teacher Induction Professional Development modules, Year One of the Mentor Academy Series, or comparable professional development is required as a prerequisite.