

Day 1 - Foundations of Coaching and Partnership Principles

Focus: Building a shared understanding of the instructional partner's role and the foundation of effective coaching relationships.

Time	Session	Description
8:30 – 9:00	Welcome & Institute Overview	Introductions, purpose, expectations, and overview of the IPN framework.
9:00 – 10:30	The Coaching Cycle: Foundations	Explore the stages of the coaching cycle; identify where you are in your current practice.
10:45 – 12:00	Partnership Principles	Examine the core beliefs that drive partnership-based coaching.
12:00 – 1:00	Lunch	
1:00 – 2:15	Adult Learning Theory	Connect adult learning principles to coaching practices; identify strategies to engage adult learners.
2:15 – 3:30	Reflection & Application	Guided reflection with partners; identify takeaways and next steps for application.

Day 2 – Deepening Coaching Practice

Focus: Applying partnership and adult learning strategies through demonstration and practice.

Time	Session	Description
8:30 – 9:00	Check-In & Learning Goals	Review key insights from Day 1; set personal learning goals.
9:00 – 10:30	Coaching Cycle in Action	Analyze coaching models and videos; deconstruct effective moves.
10:45 – 12:00	Communication Skills Workshop	Practice deep listening, paraphrasing, questioning, and pausing techniques.
12:00 – 1:00	Lunch	
1:00 – 2:15	Managing Change & Resistance	Explore the psychology of change; identify strategies to support colleagues through resistance.
2:15 – 3:30	Practice in Triads	Engage in meta-coaching and peer feedback using real scenarios.

Day 3 – Advanced Coaching Strategies and Impact Evaluation

Focus: Extending skills in analysis, feedback, and measuring the impact of coaching.

Time	Session	Description
8:30 – 9:00	Welcome Back & Goal Review	Share application successes and challenges since the previous session.
9:00 – 10:30	Analyzing Coaching Practice	Work in triads to view and analyze recorded coaching sessions.
10:45 – 12:00	Feedback that Promotes Growth	Learn and apply strategies for giving feedback that fosters reflection and change.
12:00 – 1:00	Lunch	
1:00 – 2:15	Measuring Impact on Practice and Learning	Identify formative and summative data aligned with Guskey's evaluation levels.
2:15 – 3:30	Coaching Video Planning	Develop and plan for the final coaching video to document growth and impact.

Day 4 – Application, Analysis, and Celebration of Impact

Focus: Synthesizing learning, sharing evidence of growth, and planning for continued implementation.

Time	Session	Description
8:30 – 9:00	Welcome & Community Connections	Reconnect and set the tone for celebration and reflection.
9:00 – 10:30	Coaching Video Showcase	View and analyze participant coaching videos; celebrate growth.
10:45 – 12:00	Analyzing Impact Data	Examine outcomes and data sources; discuss implications for student learning.
12:00 – 1:00	Lunch	
1:00 – 2:15	Extend and Apply Planning	Create plans for continued implementation and peer follow-up.
2:15 – 3:30	Reflection Partner Conversations	Reflection Partner Conversations