THINKING MAPS®

LEADERS AS CATALYSTS FOR EFFECTIVE COACHING

A 2020 RAND study found that teachers engaged in regular coaching see greater improvements in practice (Steiner et al., 2020), while **student achievement rises by 21%** in schools where coaching is embedded (Kraft, Blazar, & Hogan, 2018). While coaching has been proven to be an effective professional learning tool, it must be supported by strong educational leadership. Effective leadership is essential for cultivating a positive school culture that not only supports coaching but also sustains long-term instructional improvement.

Student achievement rises by 21%

EFFECTIVE LEADER PRACTICES INCLUDE THESE THREE THINGS:

FOSTER COLLABORATION

Schools with collaborative cultures report 20% higher teacher satisfaction and retention (Ingersoll, 2012).

20% HIGHER

PROMOTE PROFESSIONAL GROWTH

Ongoing professional learning, including coaching, makes teachers 30% more likely to use effective instructional strategies (Darling-Hammond, Hyler, & Gardner, 2017).

30% MORE LIKELY

FOCUS ON STUDENTS

Coaching helps teachers boost student achievement by up to .18 standard deviations on standardized tests (Kraft, Blazar, & Hogan, 2018).

.18 STANDARD DEVIATIONS HIGHER

KEYS TO A COACHING CULTURE

PROFESSIONAL LEARNING

89%

89% of schools with continuous coaching report improved teaching (Yeh et al., 2017)

SAFE FEEDBACK

16%

When leaders normalize feedback, teachers are 16% more likely to innovate in their instruction (Kraft, 2015).

MODELING COACHING

40%

Principals who demonstrate coaching techniques see staff participation in peer coaching increase by 40% (Coggins et al., 2012).

RECOGNITION

20%

Celebrating coaching success boosts staff engagement by over 20% (Harter, Schmidt, & Hayes, 2002).

QUICK START FOR LEADERS

✓ **ASSESS COACHING CULTURE**
Use surveys to identify strengths and needs

✓ **CLARIFY VISION**
Share how coaching supports teaching and student results

✓ **INVEST IN TRAINING**
Use evidence-based methods across all staff

✓ **PROTECT TIME**
Schedule at least 30 minutes weekly for coaching

✓ **LEAD BY EXAMPLE**
Model coaching behaviors openly

✓ **MONITOR RESULTS**
Use feedback and data for ongoing improvement

Leaders who champion coaching create schools where teachers thrive and students succeed. Small, strategic steps backed by evidence can transform your school's culture, making coaching central to everyday improvement.