

## STAFF DEVELOPMENT COMPONENT INFORMATION

**COMPONENT TITLE:** Cognitive Coaching<sup>SM</sup> Foundation Seminar

**IDENTIFIER NUMBER:** 8507002

**MAXIMUM POINTS:** 60

**GENERAL OBJECTIVE:** To develop the skills and tools for using Cognitive Coaching<sup>SM</sup> to mediate another's thinking

### **SPECIFIC OBJECTIVES:**

Within the duration of the component, participants will:

1. Develop an understanding of the Cognitive Coaching<sup>SM</sup> mission and goals.
2. Develop an understanding of and apply skills for developing trust and rapport.
3. Develop an understanding of and internalize the Planning Conversation Map.
4. Demonstrate proficiency in the response behaviors and coaching pattern of pausing, paraphrasing and probing.
5. Demonstrate an understanding of the four capabilities of Cognitive Coaching<sup>SM</sup>.
6. Develop an understanding of and internalize the Reflecting Conversation Map.
7. Develop and use mediational questions within a coaching conversation.
8. Differentiate among the four support functions.
9. Demonstrate an understanding of the role of data in mediating thinking.
10. Develop an understanding of style preferences and their role in mediating thinking.
11. Demonstrate techniques for detecting and mediating cognitive shift.
12. Demonstrate the techniques of pacing and leading.
13. Demonstrate enhanced personal acuity in listening and responding.
14. Develop an understanding of and internalize Problem-Resolving Map.
15. Demonstrate an ability to navigate between and within the three Cognitive Coaching<sup>SM</sup> maps.

## **DELIVERY PROCEDURES:**

Participants will:

1. Attend an 8-day training focusing on: the mission and goals of Cognitive Coaching<sup>SM</sup>; the Planning Conversation Map; four capabilities of Cognitive Coaching<sup>SM</sup>; skills of response behaviors; the Reflecting Conversation Map; mediational questions; four support functions; style preferences; and the Problem Resolving Map.
2. Use the Cognitive Coaching<sup>SM</sup> tools and conversation maps in three formal coaching sessions.
3. Share ideas, best practices and implementation accomplishments.

## **EVALUATION OF PARTICIPANTS:**

Participants will:

1. Participants will connect their newly acquired skills to the work at their school or department by continuously practicing the Cognitive Coaching conversation maps, tools and skills.
2. Participants will have opportunities to practice their newly acquired skills at intermittent district- wide practice sessions.

## **FOLLOW-UP ACTIVITIES:**

1. Demonstrate integration of the Planning, Reflecting, and Problem Resolving Conversation Maps, skills and tools by holding three formal coaching sessions, using each of the conversation maps.
2. Submit a written reflection of three formal coaching sessions including: a summary of their impressions with supporting information; analysis of causal factors; identification of new learning; and a commitment to apply their learning.

## **COMPONENT EVALUATION:**

The facilitators will assess the degree to which the procedures address the specific objectives and make recommendations for revisions through the completion of the Component Evaluation.