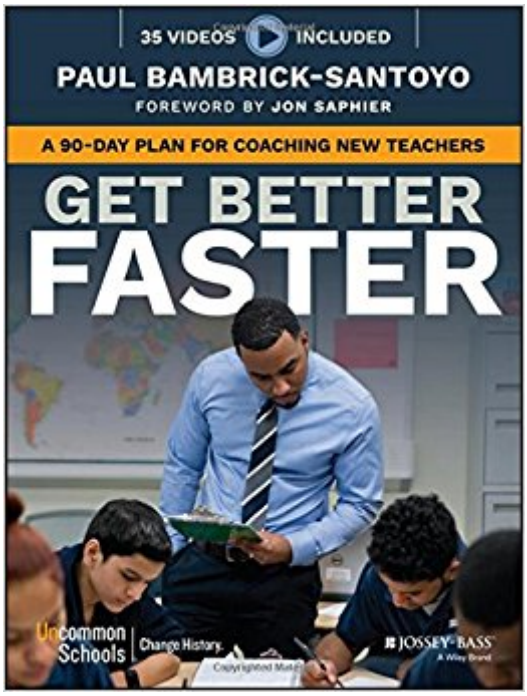
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Get Better Faster: A 90-Day Plan For Coaching New Teachers



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Synopsis

Ã¢â ¬Å“Make sure your students follow your instructions.Ã¢â ¬Â• That sounds like a straightforward instruction, but in fact, itÃ¢â ¬â„¢s fairly abstract. What does a teacher actually have to do to make sure students are following? Even the leader delivering this direction may not know, and the first-year teacher almost certainly doesnÃ¢â ¬â„¢t. The vast majority of teachers are only observed one or two times per year on averageÃ¢â ¬â •and even among those who are observed, scarcely any are given feedback as to how they could improve. The bottom line is clear: teachers do not need to be evaluated so much as they need to be developed and coached. In Get Better Faster: A 90-Day Plan for Coaching New Teachers, Paul Bambrick-Santoyo shares instructive tools of how school leaders can effectively guide new teachers to success. Over the course of the book, we break down the most critical actions leaders and teachers must enact to achieve exemplary results. Designed for coaches as well as beginning teachers, Get Better Faster is an integral coaching tool for any school leader eager to help their teachers succeed. ItÃ¢â ¬â„¢s the bookÃ¢â ¬â„¢s focus on the actionableÃ¢â ¬â •the practice-ableÃ¢â ¬â •that drives effective coaching. By practicing the concrete actions and micro-skills listed here, teachers will markedly improve their ability to lead a class, producing a steady chain reaction of future teaching success. Though focused heavily on the first 90 days of teacher development, itÃ¢â ¬â„¢s possible to implement this work at any time. New and old teachers alike can benefit from the guidance of Get Better Faster and close their existing instructional gaps. Packed with practical training tools, including agendas, presentation slides, a coachÃ¢â ¬â„¢s guide, handouts, planning templates, and 35 video clips of real teachers at work, Get Better Faster will teach you: The core principles of coaching: Go Granular, Make Feedback More Frequent,Ã Â Top action steps to launch a teacherÃ¢â ¬â„¢s development in an easy-to-read scope and sequence guide The four phases of skill building: Phase 1 (Pre-Teaching): Dress Rehearsal Phase 2: Instant Immersion Phase 3: Getting into Gear Phase 4: The Power of Discourse

Book Information

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Customer Reviews

6 Expert Coaching Tips for Teachers #1 Internalize Existing Lesson Plans: Make existing lesson plans your own! #2 Write the Exemplar: Plan ahead; script the ideal response you want from students. #3 Monitor Aggressively: Read students' work to check for understanding and provide feedback. #4 Build the Momentum: Transform simple tasks into exciting challenges that bring students to the edge of their seats. #5 Narrate the Positive: Narrate what students do well, not what they do wrong. #6 Use Strategic Prompts: To unpack a difficult task, give prompts that leverage previous learning.

Q&A with author Paul Bambrick-Santoyo Q: What is the difference between evaluating teachers and developing teachers? A: Evaluating teachers is all about playing The Judge. Developing teachers is about playing The Coach, asking questions like 'did my feedback make this teacher better?' Q: Is Get Better Faster useful beyond the first 90 days of instruction? A: Absolutely! Get Better Faster is all about essential skills. Skills we aim to teach in those first 90 days, but that never lose their importance. Q: What is the #1 mistake principals and coaches often make? A: Giving too much feedback all at once. Few if any teachers can get better at 7 things at once.

A COACH'S TOOLBOX TO SUCCESSFULLY LAUNCH NEW TEACHER DEVELOPMENT "Make sure your students follow your instructions." That sounds like a straightforward instruction, but in fact, it's fairly abstract. What does a teacher actually have to do to make sure students are following? Even the leader delivering this direction may not know, and the first-year teacher almost certainly doesn't. In Get Better Faster, Paul Bambrick-Santoyo shares instructive tools of how school leaders can effectively guide new teachers to success. The focus on the actionable—the practiceable—is what drives effective coaching. By practicing concrete actions and key micro-skills, teachers will markedly improve their ability to lead a class. Inside this

book you'll find: The Core Principles of Coaching The Four Phases of Skill Building A Scope and Sequence Guide to help prioritize new teacher skill development Useful resources including 35 video clips, presentation slides, planning templates, and other training tools "This book is a must-read for all educators who develop, impact, and influence teachers in the art of teaching and learning. New teachers need a roadmap to success: this is it." —Mauriciere De Govia, District #23 Superintendent, New York City Department of Education "Every part of the book is designed to be eminently usable for leaders who strive to spend their time on what matters most for learning. It's rich with practical, detailed advice that empowers coaches to give teachers highly individualized support." —Dawn R. Robinson, Ed.D., Chief School Performance Officer, Charlotte-Mecklenburg Schools "Easy-to-use and relentlessly focused on practices proven to move progress—yes, it will drive achievement Faster than ever!" —Billy Snow, District Transformation and Innovation Officer, Caddo Parish Public Schools

PAUL BAMBRICK-SANTOYO is the Chief Schools Officer for high schools and K-12 content development at Uncommon Schools. Paul has trained school leaders worldwide in instructional leadership in his work as cofounder of the Relay National Principals Academy Fellowship and founder and dean of the Leverage Leadership Institute. His previous books include Driven by Data, Leverage Leadership, and Great Habits, Great Readers.

This book is a game changer that every leader needs to read. Developing teachers is hard work, and Paul’s book helps to precisely identify action steps that are manageable enough to move teachers quickly! The tools are clear and easy to implement. Job well done!

This book saved my teaching career. It is practical, chunked, and can be used to improve coaches but can also be used by teachers like me.

Easy to read and easy to implement. The videos are very helpful!!

The author asserts in the introduction, "Because there is a predictable sequence to what a rookie teacher will need to master for sound management, there is a sequential blueprint for what the coach will undertake." The question I have to ask myself, after reviewing this book, is it possible to have a step-by-step process in which to support new teachers? As a seasoned mentor (7 years in this work), my reaction is definitely no. Each person I’ve supported over the years unfolded in their

own unique way. The needs that one new teacher has are rarely the same that another new teacher has. Just as it is dangerous to peg certain kids into an intervention that may not meet their needs, such as it is dangerous to treat our newest professionals into a "formula for coaching".So why three stars? Once I got over my initial reaction to his formulaic approach to supporting new teachers, I found many of the strategies and ideas he promotes to be of good quality. He has a range of suggestions and ideas that break down larger complex classroom tasks (routines, procedures, classroom management) and make them small enough for our new teachers to learn from and digest, so to speak.If I were a coach or mentor, I would use this book as a guide and not a prescription. After all, that is what most seasoned teachers do with any canned curriculum, right? Make it fit for the students in front of us, rather than trying to make the students in front of us fit into it. If you are struggling with a new teacher, and looking for ideas to support them, this could serve as a useful starting point to share ideas and information.However, I suggest strongly that anything you try with new teachers needs to start with their needs. Spend time in their classrooms. Do informal observations. 15 minutes spent in any new teachers classroom will give you at least ten entry points into conversations you need to have with the teacher. Note: do not share all ideas at once, lest you overwhelm the new teacher. Look for an entry point that will pay off to the teacher, come up with a few strategies to support that idea, have them select a strategy to try, offer to model that strategy with the class, and then observe them trying the strategy. Trust your gut. You know more than you think you know if you are in the role of coach or mentor.We need to support our new teachers thoughtfully and carefully as they enter this new profession. We have a moral obligation to support them to success, for them as well as the students placed in their classrooms. They deserve more than a step-by-step guide for support; they deserve a reflective, responsive mentor or coach that is there with them on this journey ahead.

Get Better Faster is a great book for coaches and instructional leaders! I have read many books on the topic of coaching, and this book is unique compared to others. The author shares very detailed plans for working with teachers based on their needs. Peppered throughout the book are suggestions based on the experiences of others. I read the book from cover to cover, but I will now use it as a resource looking up the various skills I will be using in my coaching cycles. The book comes with a DVD that includes information found in the book but in a printable format. It also includes 35 video clips, so coaches and teachers can see the skills in action. I have read two of Bambrick-Santoyo’s other books: Leverage Leadership and Driven by Data. These are also fantastic books, and they are mentioned throughout Getting Better Faster. If you are looking for a

detailed scope and sequence for instructional coaching, this book is for you.

The author works on content development for Uncommon schools, a charter school chain devoted to teaching urban students to make sure they graduate and go on to college. There is a lot of useful information in this rather hefty book.The book is targeted to coaches/mentors but new teachers can read this, too. And it's not just for charter schools, because there is useful information from just about anything that requires a good lesson: from planning the learning period to managing the classroom, talking to students and parents and how to best give feedback. This comes with a DVD that shows short clips 1-3 minutes long that cover the mentoring aspect. These clips can also be accessed online (the website is mentioned on page xix) and anyone who has a hard copy of the book can access it free of charge.The idea behind this format is to break teaching down into small steps, to practice them, repeat them and to develop a routine as a teacher. This helps the students be better organized as well. There are places in this book to write in, and many tips for new teachers. This is the kind of book that takes weeks to truly absorb.

Get Better Faster- this book is a game changer in teacher development. Specific strategies that are tied to proven results to coach and improve teachers are invaluable. If getting teachers to get better faster means students will learn more, this could be a significant solution to our failing schools.

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