

Planning Template for Implementing ROCK-SOLID Coaching

1 => Prompt for faculty at University of Maryland...

Wish

What do you wish for your coaching?

Outcome

What are the beneficial outcomes you expect to see for yourself and your students?

Obstacles

What obstacles must you overcome to be successful?

After you have listed your own, here are some of the obstacles that others have encountered. Delete any that do not apply and add the rest to your list above.

1. I don't have control over my due dates
2. Coaching will take too much time
3. Students will take advantage of me and turn in shoddy work the first time
4. I may not be convinced of the value of coaching

Plan

Write your plan to achieve your wish. Specify what actions you will take and when, how you will overcome your obstacles, and how you will validate/improve your skill development.

Actions

Edit the following actions or devise your own.

1. Before the course: determine where coaching fits in the course and what approach I want to take:
2. Coach a preparatory part such as a plan or outline;
3. Coach a draft ahead of the deadline;
4. Coach the submission and allow up to x days to resubmit;

5. Run some ideas past my manager;
6. *other*
7. Week prior to assignment start:
8. Determine the objectives and checklists for assignments I want to coach;
9. Write up any instruction changes or additions that need to be made
10. Coach a few past assignments to limber up my understanding
11. *Other*
12. Week 1:
13. Build my academic R-relationship with students by interacting with them through their introduction posts, office hours, and emails; communicate my desire to support their learning and belief in their ability to do so
14. Communicate my plan for coaching (the parts they need)
15. Other
16. Coach item:
17. Deliver written feedback in a summary as well as in an attached commented or tracked-changes version of the assignment.
18. Invite any students with difficult challenges to meet by phone or video
19. Watch for evidence of coaching impacts in the resubmissions
20. Other

Obstacles

Modify the following examples of obstacle/action with your own.

1. Obstacle: I don't have control over my due dates Action: I will let my students know I will coach their outline if submitted by x days prior to due date, leaving enough time to ensure I can coach it and return it without delaying their writing
2. Obstacle: Coaching will take too much time Action: time my coaching of each assignment, assess where I can improve, and continuously update my approach Action: focus my checklist to cover the most important things for coaching Action: create a file of responses that I can copy/paste to save time
3. Obstacle: Students will take advantage of me and turn in late or shoddy work the first time Action: remind students that you expect them to meet the deadlines and may not coach late submissions; also, remind them that you are not proofreading their assignments, only coaching certain aspects of them
4. Obstacle: I am not convinced of the value of coaching Action: Commit to a trial of coaching to see if students respond well to it. But once committed, know I have to follow through. If it works, I can decide to keep going. If it doesn't, I owe myself an assessment to understand why not.

Skill Development with SOLID

Determine how you will apply SOLID to your own coaching. Will you self-coach? Ask for feedback from students? Ask a colleague to coach your coaching? Start a coaching circle? In the middle of class will you survey your students? Will you survey at the end? How will you follow-up on your opportunities?

Write your list.