

Collegial Coaching

Interpersonal Communication Skills (ICS)

As you work with the developing teacher through the coaching cycle, you will also need to consider interpersonal communication skills to make the cycle effective. Review the four communication skills.

Clarification

Statements or questions used to gain further information about how the developing educator is thinking.

Examples: What are some of the strategies you plan to use in the lesson?
How did you determine that the students were ready for this lesson?

Perception Checking

Statement or questions use to gain further information about how the developing teacher is feeling.

Examples: Are you upset with the students?
Is it frustrating when the students are unable to answer the questions?

Empathy

Statements that identify with and express understanding of the feelings, situation, or motives of the developing teacher.

Examples: It can be very difficult to get all the papers graded.
Working with angry parents can be stressful.

Concrete Examples

Statements that refer to specific events and behaviors or provide specific instances of observed behaviors.

Examples: During the observation you asked ten low-order questions and five high-order questions.
As the students entered the room they immediately got to work on the bell activity.