Coaching IN RTM

The Coaches



Katie Malenich

Evan ONeill

Lindsi Morris

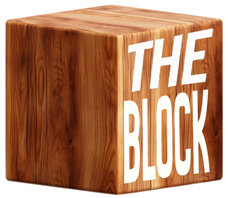
Katie Korzeniowski

Why have Instructional Coaches?

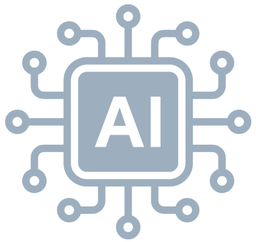
- **Empower teachers to help students thrive.**
  - Nonevaluative
  - Confidential partner
  - New learning and support
  - 1:1 personal connections
  - Liason
- **Support the Dissemination of District Goals and Projects**

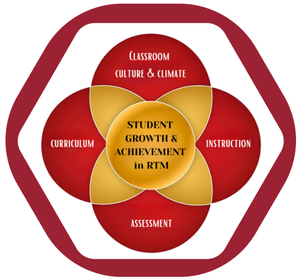
Support the dissemination of District Goals and Projects

School Board Ed Center → Admin & Principals → Teachers & Staff → Students



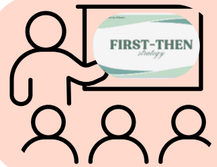
Flex
Teacher PD





Amplify





Instructional strategies mini-trainings

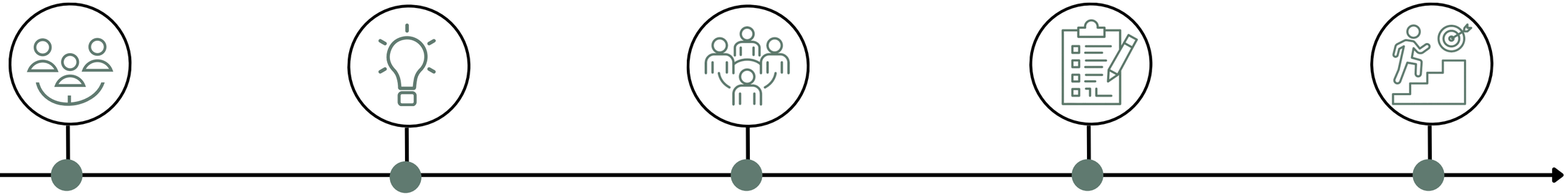
Dissemination of District Initiatives

School Board Ed Center → Admin & Principals → Teachers & Staff → Students

Instructional Coaches

- Help craft the message
- Support ongoing implementation
- Guide instructional goals with district initiatives in mind

The RTM Coaching Program
How did we get here?



FALL 2024

- Shift from 2 Technology Coaches to Instructional coaching.
- Hired 1 additonal Instructional Coach (3 total).

2024 - 2025

- Coaches and supervisor (Tina Loveland-Smith) attended DCIU Instructional Coach course.

AUGUST 2025

- Addition of an instructional coach with a Special Education background.
- Coaches Camp at Induction.
- Bus Tour of District
- Lead teachers through Station Rotation.
- Topics Included: AI, Collaboration & Team Work, Professionalism, Professional Development.

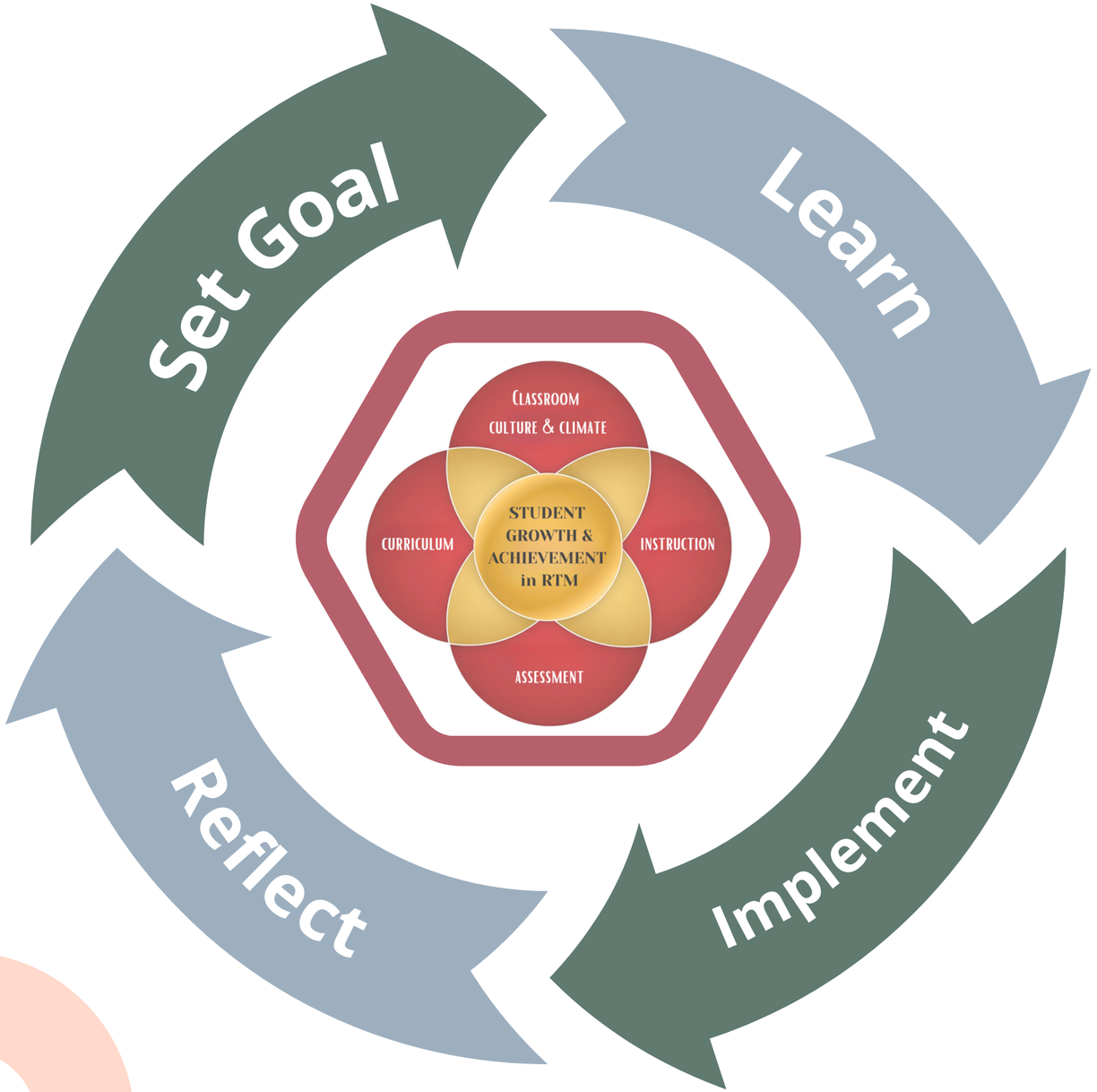
AUGUST - SEPTEMBER

- Continued to plan for the school year and researched and developed our coaching plan for new teachers.
- Partnered with TLS for support and guidance to assist with program implementation.

OCTOBER - NOW

- Initiated formal coaching cycles with new teachers.
- Partnered with veteran teachers.
- Continued development and revision of the RTMSD coaching framework.

The Coaching Cycle



- **Reflect**
- **Set Goal**
- **Learn**
- **Implement**
- **Reflect**

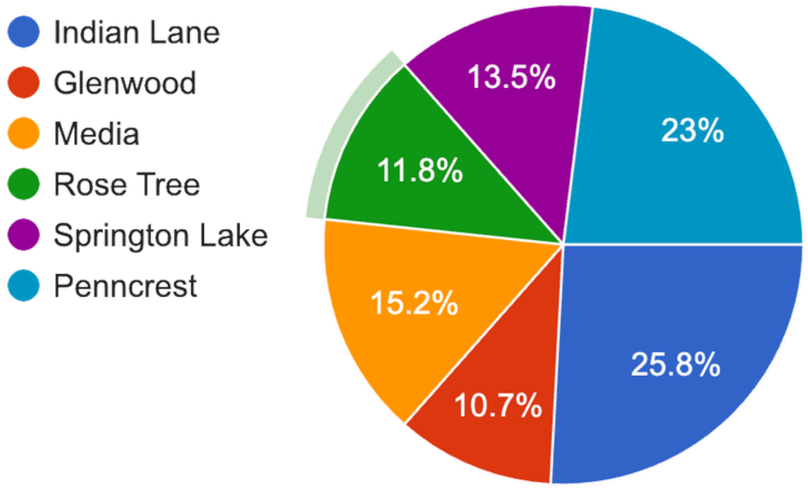
First Year Coaching Goals



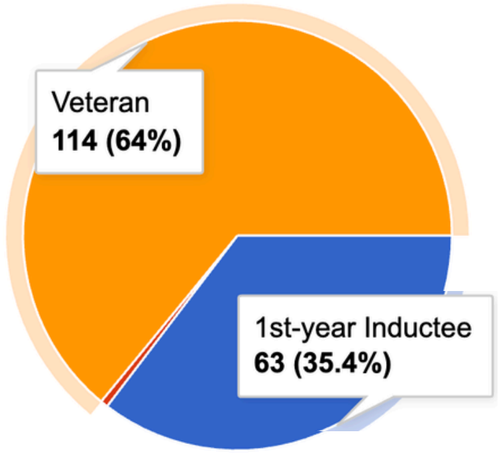


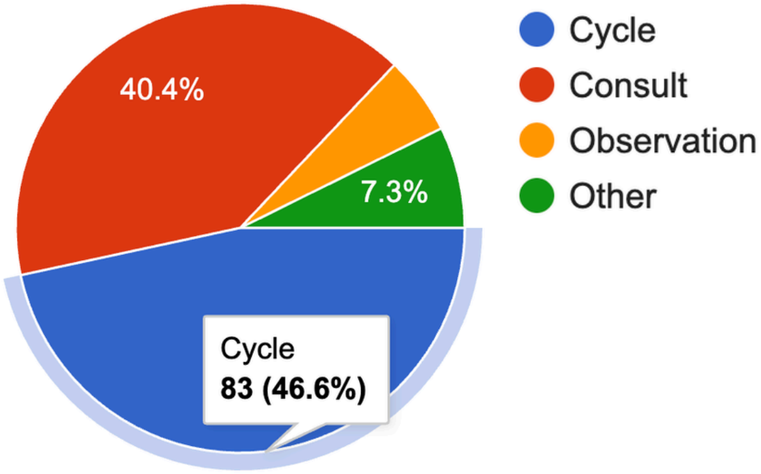
Instructional Coaching: What Impact Are We Seeing?

150+ coaching interactions Jan–April
100% of schools supported across the district

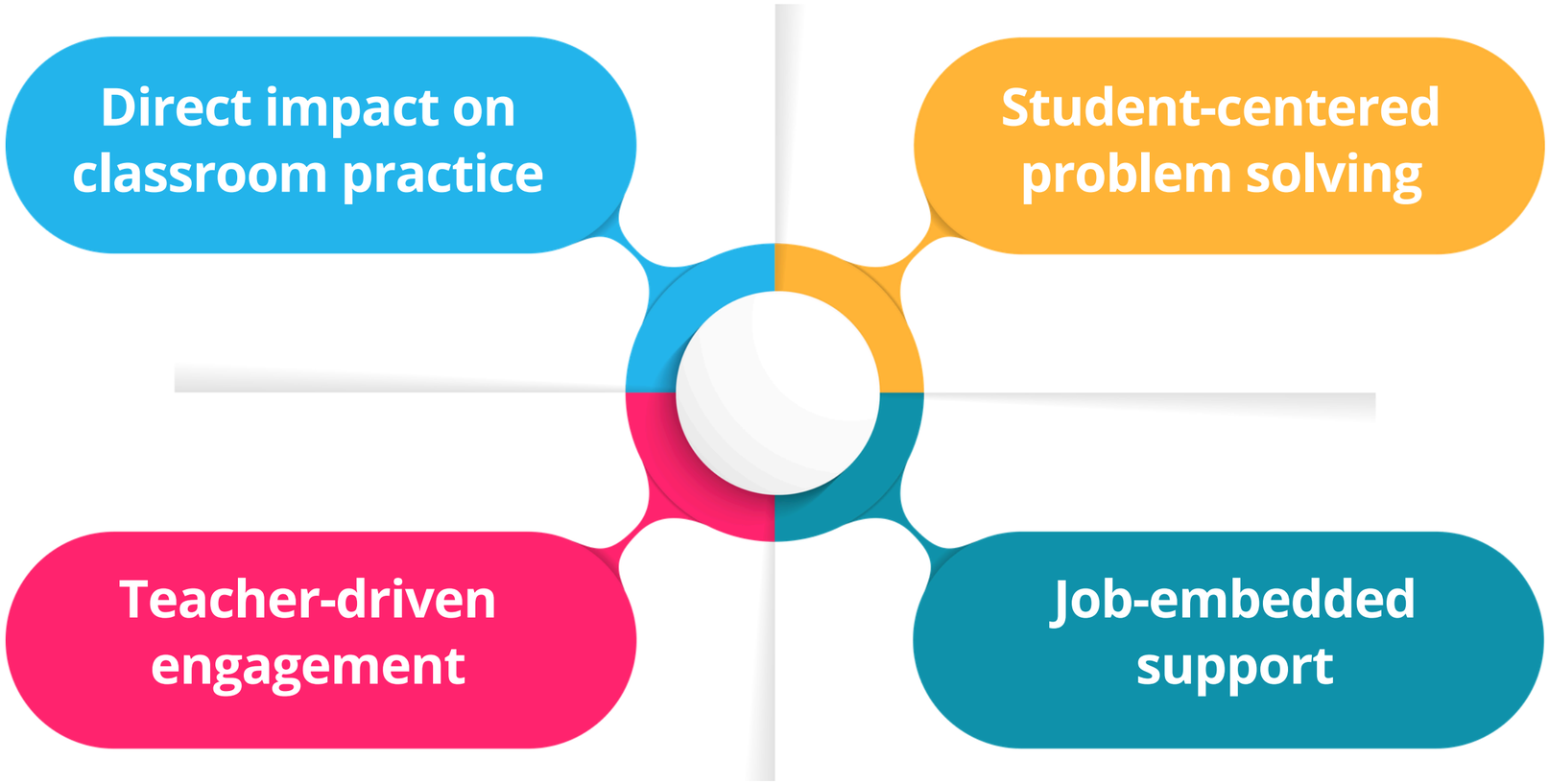


Majority of teachers engaged were veteran educators
Multiple full coaching cycles completed
(not just one-time support)





Instructional Coaching: What Impact Are We Seeing?



Coaching is not an initiative.

It is embedded, ongoing support that directly impacts teaching and learning.

THE FUTURE

- New class of inductees
- Year 2 inductees
- Differentiated observation for veteran teachers

