



Megan & Bob
Tschannen-Moran

Second Edition

EVOCATIVE COACHING

**Transforming Schools One
Conversation at a Time**

CORWIN

Evocative Coaching Transforming Schools One Conversation At A Time

Chris Munro, John Campbell



Evocative Coaching Transforming Schools One Conversation At A Time:

Evocative Coaching Bob Tschannen-Moran, Megan Tschannen-Moran, 2010-06-18 There s a lot of conversation about how to make schools better Unfortunately the nature of those conversations often makes things worse Evocative Coaching Transforming Schools One Conversation at a Time maps out a way to change that By taking a teacher centered no fault strengths based approach to performance improvement the Evocative Coaching model generates the motivation and movement that enables teachers and schools to achieve desired outcomes and enhance quality of life Viewed as a dynamic dance the model is choreographed in four steps Story Empathy Inquiry Design which are each laid out in its own chapter with powerful illustrative materials and end of chapter discussion questions to prompt further reflection Bringing together the best research and wisdom in educational leadership and professional coaching authors Bob and Megan Tschannen Moran have developed a simple yet profound way of facilitating new conversations in schools through Story Listening Expressing Empathy Appreciative Inquiry and Design Thinking It s an iterative process that moves beyond old ways of thinking doing and being It s an inspirational process that reinvigorates the passion for making schools better one conversation at a time This happens when coaches give teachers our full undivided attention accept and meet teachers where they are right now without making them wrong ask and trust teachers to take charge of their own learning and growth make sure teachers are talking more than we are enable teachers to appreciate the positive value of their own experiences harness the strengths teachers have to meet challenges and overcome obstacles reframe difficulties and challenges as opportunities to learn and grow invite teachers to discover possibilities and find answers for themselves dialogue with teachers regarding their higher purpose for teaching uncover teachers natural impulse to engage with colleagues and students assist teachers to draw up a personal blueprint for professional mastery support teachers in brainstorming and trying new ways of doing things maintain an upbeat energetic and positive attitude at all times collaborate with teachers to design and conduct appropriate learning experiments enable teachers to build supportive environments and teams use humor to lighten the load and inspire and challenge teachers to go beyond what they would do alone Each chapter provides a research based theory to support the strategies presented and includes specific suggestions and anecdotes The Evocative Coaching model makes coaching enjoyable by getting people to focus on what they do best and it invites larger more integral conversations so that people talk about their work in the context of other things they care about Resting on strong evidence based practices the Evocative Coaching model offers educators the help they need to meet the challenges of increased accountability and expectations This model can also be used effectively by coaches and leaders in other organizational contexts Table of Contents Chapter 1 What Is Evocative Coaching Chapter 2 Coaching Presence Loop I The No Fault Turn Chapter 3 Story Listening Chapter 4 Expressing Empathy Loop II The Strengths Building Turn Chapter 5 Appreciative Inquiry Chapter 6 Design Thinking Chapter 7 Aligning Environments Chapter 8 Coaching Conversations Chapter 9 The Reflective Coach To learn more about Evocative

Coaching and to sign up for the Evocative Coach Training Program visit www.SchoolTransformation.com *Evocative Coaching* Bob Tschannen-Moran, Megan Tschannen-Moran, 2010-07-20 There is a lot of conversation about how to make schools better. Unfortunately the nature of those conversations often makes things worse. Evocative Coaching: Transforming Schools One Conversation at a Time maps out a way to change that. By taking a teacher-centered, no-fault, strengths-based approach to performance improvement, the Evocative Coaching model generates the motivation and movement that enables teachers and schools to achieve desired outcomes and enhance quality of life. Viewed as a dynamic dance, the model is choreographed in four steps: Story, Empathy, Inquiry, Design, which are each laid out in its own chapter with powerful illustrative materials and end-of-chapter discussion questions to prompt further reflection. Bringing together the best research and wisdom in educational leadership and professional coaching, authors Bob and Megan Tschannen-Moran have developed a simple yet profound way of facilitating new conversations in schools through Story, Listening, Expressing, Empathy, Appreciative Inquiry, and Design Thinking. It is an iterative process that moves beyond old ways of thinking, doing, and being. It is an inspirational process that reinvigorates the passion for making schools better, one conversation at a time. This happens when coaches give teachers our full, undivided attention; accept and meet teachers where they are, right now, without making them wrong; ask and trust teachers to take charge of their own learning and growth; make sure teachers are talking more than we are; enable teachers to appreciate the positive value of their own experiences; harness the strengths teachers have to meet challenges and overcome obstacles; reframe difficulties and challenges as opportunities to learn and grow; invite teachers to discover possibilities and find answers for themselves; dialogue with teachers regarding their higher purpose for teaching; uncover teachers' natural impulse to engage with colleagues and students; assist teachers to draw up a personal blueprint for professional mastery; support teachers in brainstorming and trying new ways of doing things; maintain an upbeat, energetic and positive attitude at all times; collaborate with teachers to design and conduct appropriate learning experiments; enable teachers to build supportive environments and teams; use humor to lighten the load and inspire; and challenge teachers to go beyond what they would do alone. Each chapter provides a research-based theory to support the strategies presented and includes specific suggestions and anecdotes. The Evocative Coaching model makes coaching enjoyable by getting people to focus on what they do best, and it invites larger, more integral conversations so that people talk about their work in the context of other things they care about. Resting on strong evidence-based practices, the Evocative Coaching model offers educators the help they need to meet the challenges of increased accountability and expectations. This model can also be used effectively by coaches and leaders in other organizational contexts.

Table of Contents
Chapter 1 What Is Evocative Coaching
Chapter 2 Coaching Presence Loop I: The No-Fault Turn
Chapter 3 Story Listening
Chapter 4 Expressing Empathy Loop II: The Strengths-Building Turn
Chapter 5 Appreciative Inquiry
Chapter 6 Design Thinking
Chapter 7 Aligning Environments
Chapter 8 Coaching Conversations
Chapter 9 The Reflective Coach

To learn more about Evocative

Coaching and to sign up for the Evocative Coach Training Program visit www.SchoolTransformation.com *Evocative Coaching* Megan Tschannen-Moran, Bob Tschannen-Moran, 2020-03-04 Cultivate emotional intelligence and eliminate barriers to coaching success Challenging times demand we change how we teach and research shows that coaching is the best way to bring about robust change in instructional practice The second edition of *Evocative Coaching* helps skillful coaches develop trust and unearth the values and fears that both motivate and block teachers from achieving all that they hope Using the LEAD listen emphasize appreciate and design process Evocative Coaches take a partnership role ask questions and co create designs This person centered no fault strengths based model is grounded in adult learning theory and positive psychology and emphasizes the emotional intelligence needed to establish trust The hands on guide for coaching practitioners works with other coaching models and is grounded in extensive research includes real life vignettes and sample dialogues that bring important principles to life provides tools designed to invite reflection and help coaches continuously improve With evocative coaching educators can rise to new heights of ambition and ability and discover new solutions to the complex challenges they face *Becoming an Evocative Coach* Jeanie M. Cash, Donnita Davis-Perry, George E. Manthey, 2020 Coaching Teachers and Leaders to Greatness Research shows that coaching is the best way to bring about robust change in both instructional and leadership practices Coaching becomes evocative when it is a person centered strengths based model grounded in adult learning theory focused on growth Designed as a companion to both *Evocative Coaching Transforming Schools One Conversation at a Time 2nd Edition* and *Evoking Greatness Coaching to Bring Out the Best in Educational Leaders* this guide will allow coaches to reflect on their learning and put evocative coaching strategies into practice Readers will learn how to Follow the LEAD listen emphasize appreciate design process to become a partner in professional learning Engage in coaching conversations as they develop evocative coaching skills through various activities that invite reflection Develop instructional coaching and leadership skills that foster innovation This interactive guide is meant to be used by participants of an evocative coaching workshop members of a book study group or PLC a self study reader or anyone who wants to coach teachers and leaders to greatness *Becoming an Evocative Coach* Jeanie Cash, Donnita Davis-Perry, George Manthey, 2020-08-28 Coaching Teachers and Leaders to Greatness Research shows that coaching is the best way to bring about robust change in both instructional and leadership practices Coaching becomes evocative when it is a person centered strengths based model grounded in adult learning theory focused on growth Designed as a companion to both *Evocative Coaching Transforming Schools One Conversation at a Time 2nd Edition* and *Evoking Greatness Coaching to Bring Out the Best in Educational Leaders* this guide will allow coaches to reflect on their learning and put evocative coaching strategies into practice Readers will learn how to Follow the LEAD listen emphasize appreciate design process to become a partner in professional learning Engage in coaching conversations as they develop evocative coaching skills through various activities that invite reflection Develop instructional coaching and leadership skills that foster innovation This interactive guide is

meant to be used by participants of an evocative coaching workshop members of a book study group or PLC a self study reader or anyone who wants to coach teachers and leaders to greatness **Coaching with Purpose: Learning encounters for educational change** Rachel Lofthouse, Jasen Booton, Trista Hollweck, 2025-07-11 Coaching with purpose a guide for every educator is the book we wish we had available to us when our own professional and academic interests in coaching emerged It provides insights into how and why coaching can impact positively on teachers and leaders in any educational setting and how it creates environments in which students and pupils can thrive It helps the reader navigate multiple coaching models integrates case studies of UK and international examples of coaching in education provides practical tools and advice and enables every educator to make informed decisions about developing and deploying coaching

Jsl Vol 21-N3 JOURNAL OF SCHOOL LEADERSHIP, 2011-05-16 The Journal of School Leadership is broadening the conversation about schools and leadership and is currently accepting manuscripts We welcome manuscripts based on cutting edge research from a wide variety of theoretical perspectives and methodological orientations The editorial team is particularly interested in working with international authors authors from traditionally marginalized populations and in work that is relevant to practitioners around the world Growing numbers of educators and professors look to the six bimonthly issues to deal with problems directly related to contemporary school leadership practice teach courses on school leadership and policy use as a quality reference in writing articles about school leadership and improvement **Coaching in**

Education Christian van Nieuwerburgh, 2018-03-08 Coaching in Education Getting Better Results for Students Educators and Parents will support educational organisations in learning more about the current interest in coaching approaches within schools colleges and universities With chapters on coaching in primary schools and secondary schools with students staff and parents this book provides a sound basis for introducing coaching into any educational setting This book brings together the latest national and international academic research with real case studies and a focus on practice that makes a difference for learners Starting with a review of the existing literature and research into the area of coaching in education the book goes on to consider the role of coaching educational leaders coaching within the primary school setting and then secondary school settings The notion of mental toughness and its relationship to coaching is also explored The US and Australian perspectives on coaching in education are discussed in two chapters written by leading experts instructional coaching in the US and the integration of positive and coaching psychology in Australia **The STEM Shift** Ann Myers, Jill Berkowicz, 2015-04-22 All

you need to make the shift to STEM a reality This resource makes the process of shifting to a comprehensive integrated STEM school or district within reach Invaluable case studies featuring STEM pioneers model how successful STEM centered learning takes place You ll find process specific best practices and strategies to help you Understand create and lead the STEM change proces Prepare the school community for STEM Integrate 21st Century Skills the arts and humanities Includes step by step checklists and visual mapping guides Use this groundbreaking resource to systematically implement STEM

instruction that prepares students for the global economy Applied Positive School Psychology Andrea Giraldez-Hayes, Jolanta Burke, 2022-07-21 Applied Positive School Psychology is an essential guide to help teachers regain their own and assist the school community in rebuilding their health post pandemic While research in positive psychology is thriving teachers and educational practitioners find it challenging to apply it in their daily practice This practical book fills the gap between theory and practice and provides practitioners with an evidence based toolkit on using the positive psychology in their school communities With contributions from experts in their field this important resource explores student wellbeing teacher wellbeing inclusion developing positive relationships creativity and therapeutic art Written with the practitioner in mind Applied Positive School Psychology is a must read for the teaching community and those interested in positive education It will also be of interest to academics specialising in wellbeing or education educational psychologists and education policy makers **The Equity Expression** Fenesha Hubbard, 2023-09-22 Create space for equity conversations that empower Equity work is not a destination but a journey Equity work is nuanced and often difficult to discuss In The Equity Expression Hubbard creates space for equity conversations and empowers practitioners to be equity change agents Built around the framework of six entry points systems mindsets relationships products spaces and processes this guide serves as a tool for deliberate and productive planning for equitable change Reaching into the deepest layers of self to identify personal beliefs practitioners can use this book to tackle hard truths and challenge themselves to do better This book provides a fresh take on dissecting equity with a lens to positively impact all students including Concrete sequential steps to work towards solutions A set of tools to identify problems of practice and establish implementation plans through the six entry points for equity Reflection questions to help educators turn findings into actionable plans For those committed to helping students succeed the steps outlined in this book provide meaningful solutions to embed equity into every learning culture *Advancing Empathy and Equity in Early Childhood Education* Christine Mason, Randy Ross, Orinthia Harris, Jillayne Flanders, 2024-11-05 Antiracism and cultural competence when incorporated into early childhood education can powerfully impact young children s social and emotional development Authors Christine Mason Randy Ross Orinthia Harris and Jillayne Flanders guide leaders in cultivating compassion and equity in their school communities Explore reflective practices with questions and activities based on fifteen principles to address inequities affecting students staff and families This book will help preK 3 leaders and childcare center directors Cultivate antiracism and cultural competence with visioning action planning targeted professional development and curricula that support equity and justice Address implicit bias even in the midst of dissension among staff and families Develop an antiracist culturally competent school climate Deepen their own knowledge and understanding of chapter content using reflection questions and activities Reduce inequities leading to the preschool to prison pipeline Contents Foreword Introduction Kind Minds and Big Hearts Part 1 Foundations Chapter 1 Bold Leadership Necessary for Heart Centered Antiracist Education Chapter 2

Historical Threads of Bias Acknowledgment of What Must Change Chapter 3 Support for All Students A Continuum From Multicultural to Antiracist Movements Chapter 4 My Heart to Yours A Heart Centered Lens Chapter 5 One C to Another The Five Cs of Heart Centered Learning Chapter 6 A Deep Dive The HEART of the Matter Part 2 Practical Steps Leaders Can Take Chapter 7 HEART A Focus on Action Chapter 8 So Many Wrongs to Right Antibias Education Chapter 9 Circles of Love School Culture and Restorative Practices Chapter 10 A Mountain of Courage Visioning and Action Planning Part 3 Antiracist Curriculum and Staff Support Chapter 11 A Light to Shine Together Professional Development and Supports Chapter 12 Curricula for Young Children The Building Blocks for Equity in Early Childhood Chapter 13 A Bar to Be Raised Equity in Early Childhood Educator Standards Chapter 14 Early Childhood Staff Support Equitable Professional Pathways Chapter 15 A Look at the Future Leadership to Embrace Change Epilogue Toward a More Just and Inclusive World Appendix A Equity Activities for Early Childhood Leaders Appendix B Discussion and Challenge Questions for Each Chapter References and Resources Index

Coaching Conversations Linda M. Gross Cheliotis, Marceta F. Reilly, 2018-04-13 Focus the power of your collaborative school community with powerful coaching conversations Effective coaching conversations are powerful tools to rally your school community stakeholders to work collaboratively toward transformation and ultimately share in success The Second Edition of this best selling handbook includes new neuroscientific research that demonstrates the potential for change in schools and expands the approach to cover teacher student interaction In addition to learning techniques to engage and motivate readers will discover how to Develop relational trust within the school that heightens personal growth and supports student achievement Utilize the power of committed listening intentional conversations and nonjudgmental feedback Create positive changes in how people think and interact Being a successful school leader has become an increasingly complex role that demands not only tremendous knowledge and skills but also highly developed interpersonal skills Written with an easy to use approach this handbook provides simple yet powerful coaching strategies to help school community members work together toward positive school transformation

Trust Matters Megan Tschannen-Moran, 2014-04-07 Make your school soar by escalating trust between teachers students and families Trust is an essential element in all healthy relationships and the relationships that exist in your school are no different How can your school leaders or teachers cultivate trust How can your institution maintain trust once it is established These are the questions addressed and answered in Trust Matters Leadership for Successful Schools 2nd Edition The book delves into the helpful research that has been conducted on the topic of trust in school Although rich with research data Trust Matters also contains practical advice and strategies ready to be implemented This second edition expands upon the role of trust between teachers and students teachers and administrators and schools and families Trust Matters Leadership for Successful Schools also covers a range of sub topics relevant to trust in school All chapters in the text have questions for reflection and discussion Engaging chapters such as Teachers Trust One Another and Fostering Trust with Students have thought

provoking trust building questions and activities you can use in the classroom or in faculty meetings This valuable resource Examines ways to cultivate trust Shares techniques and practices that help maintain trust Advises leaders of ways to include families in the school s circle of trust Addresses the by products of betrayed trust and how to restore it With suspicion being the new norm within schools today Trust Matters is the book your school needs to help it rise above It shows just how much trust matters in all school relationships administrator to teacher teacher to student school to family and in all successful institutions

Coaching Conversations Linda Gross Cheliotas,2010 This is a basic handbook for school leaders that provides effective coaching conversational techniques to engage and motivate their school communities to work collaboratively toward total school transformation

Meaningful Conversations Angela Webster-Smith,Shelly Albritton,Patricia Kohler-Evans,2012-06-14 Imagine a school in which gathering around the table to have meaningful conversations is commonplace and unencumbered by roles and positions Such discourse is not only meaningful but also significant purposeful valuable filled with intention and result oriented There is a spirit of trust that affords an interchange of thoughts and ideas that promote dialogue and heart to heart communication Meaningful Conversations invites readers who earnestly desire high achievement for all students in all American schools to the table for a nine course meal of food for thought that altogether satisfies educators hunger for comprehensive and transformative school improvement Addressing critical issues in contemporary schools including leadership school culture curriculum and assessment this book offers conversation pieces that describe success standards for schools and conversation points that specifically address the unique responsibilities of district leaders administrators and teachers

The Art of Coaching Elena Aguilar,2013-03-04 Hands on resources for new and seasoned school coaches This practical resource offers the foundational skills and tools needed by new coaching educators as well as presenting an overview of the knowledge and theory base behind the practice Established coaches will find numerous ways to deepen and refine their coaching practice Principals and others who incorporate coaching strategies into their work will also find a wealth of resources Aguilar offers a model for transformational coaching which could be implemented as professional development in schools or districts anywhere Although she addresses the needs of adult learners her model maintains a student centered focus with a specific lens on addressing equity issues in schools Offers a practical resource for school coaches principals district leaders and other administrators Presents a transformational coaching model which addresses systems change Pays explicit attention to surfacing and interrupting inequities in schools

The Art of Coaching Effective Strategies for School Transformation offers a compendium of school coaching ideas the book s explicit user friendly structure enhances the ability to access the information

Nine Professional Conversations to Change Our Schools William A. Sommers,Diane P. Zimmerman,2018-05-02 Improve collective efficacy in schools through meaningful professional conversations In a landscape where technology can undermine personal connections even the most talented educator can feel like they re practicing their craft in isolation Nine Professional Conversations to Change Our Schools is a

framework for revitalizing the art of the professional conversation It guides educators through structures for collaboration grants access to vast storehouses of applied wisdom and facilitates a consensual knowledge base for standards of excellence 9 conversational strategies designed to promote collective efficacy in education Learning scenarios demonstrate the effectiveness of these conversations in action Accessible Conversational Dashboard assists in analyzing conditions for success

Growth Talk Chris Munro, John Campbell, 2015-10-08 Establish a culture of coaching at your school in which any conversation can turn into a moment of professional growth As a principal coach or instructional leader you are responsible for helping to shape the professional development of the teachers in your school Every conversation has the potential to offer deeper learning but not every conversation delivers on this promise *Growth Talk A Coaching Way of Leading in Schools* offers a practical guide to enhancing teachers learning growth and progress in a variety of contexts from formal interactions to impromptu encounters that can become coachable moments International coaching experts Chris Munro and John Campbell explain how educators can quickly make growth conversations a norm in their schools providing Frameworks for coaching as a way of leading Field tested tools and techniques for successful coaching Processes to implement coaching skills for everyday learning Strategies to ensure widespread and long term success School systems are human intensive which means that influence learning and progress all happen through conversation As a leader it is important that you be intentional in how you use conversation to lead With this book you can learn to engage in humanizing dialogue that fosters more trusting relationships and supports teacher growth This book is a copublication of ASCD and One Fine Bird Press

The Reflection Guide to Better Conversations Jim Knight, Jennifer Ryschon Knight, Clinton Carlson, 2015-10-27 This companion guide provides a framework for improving the professional dialogue of instructional coaches administrators teachers Includes measurement tools to take stock and new habits to put into practice for more effective communication

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Table of Contents Evocative Coaching Transforming Schools One Conversation At A Time

1. Understanding the eBook Evocative Coaching Transforming Schools One Conversation At A Time
 - The Rise of Digital Reading Evocative Coaching Transforming Schools One Conversation At A Time
 - Advantages of eBooks Over Traditional Books
2. Identifying Evocative Coaching Transforming Schools One Conversation At A Time
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Evocative Coaching Transforming Schools One Conversation At A Time
 - User-Friendly Interface
4. Exploring eBook Recommendations from Evocative Coaching Transforming Schools One Conversation At A Time
 - Personalized Recommendations
 - Evocative Coaching Transforming Schools One Conversation At A Time User Reviews and Ratings
 - Evocative Coaching Transforming Schools One Conversation At A Time and Bestseller Lists

5. Accessing Evocative Coaching Transforming Schools One Conversation At A Time Free and Paid eBooks
 - Evocative Coaching Transforming Schools One Conversation At A Time Public Domain eBooks
 - Evocative Coaching Transforming Schools One Conversation At A Time eBook Subscription Services
 - Evocative Coaching Transforming Schools One Conversation At A Time Budget-Friendly Options
6. Navigating Evocative Coaching Transforming Schools One Conversation At A Time eBook Formats
 - ePub, PDF, MOBI, and More
 - Evocative Coaching Transforming Schools One Conversation At A Time Compatibility with Devices
 - Evocative Coaching Transforming Schools One Conversation At A Time Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Evocative Coaching Transforming Schools One Conversation At A Time
 - Highlighting and Note-Taking Evocative Coaching Transforming Schools One Conversation At A Time
 - Interactive Elements Evocative Coaching Transforming Schools One Conversation At A Time
8. Staying Engaged with Evocative Coaching Transforming Schools One Conversation At A Time
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Evocative Coaching Transforming Schools One Conversation At A Time
9. Balancing eBooks and Physical Books Evocative Coaching Transforming Schools One Conversation At A Time
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Evocative Coaching Transforming Schools One Conversation At A Time
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Evocative Coaching Transforming Schools One Conversation At A Time
 - Setting Reading Goals Evocative Coaching Transforming Schools One Conversation At A Time
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Evocative Coaching Transforming Schools One Conversation At A Time
 - Fact-Checking eBook Content of Evocative Coaching Transforming Schools One Conversation At A Time
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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