



**SKYROCKET
EDUCATION**

LEADER COACHING FRAMEWORK

**2022-2023
K-12**



STRAND 1 FUNDAMENTALS

STRAND 2 COACHING

STRAND 3 BALANCED LEADERSHIP

WE CAN. WE WILL. SKYROCKET.

Prepared by Skyrocket Education • info@skyrocketed.org
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STRAND 1 FUNDAMENTALS

LEADER OUTCOME GOAL: The school is positive, organized, and purposeful. School leaders design systems, provide supports, and hold everyone accountable to schoolwide expectations. The school is an equitable environment for students, families, and staff.

FOUNDATIONAL LEADER ACTIONS

1. Design and execute on foundational school systems and common expectations (vision, values, now/later goals, adult responsibilities, org. chart, etc.).
2. Design, implement, and monitor consistent school culture* systems that ensure equitable treatment of all students and staff. *See Skyrocket Culture Framework for reference.
3. Create and follow a weekly calendar that includes all goal-impacting and program critical leader actions. Leader spends >90% of their time on these school wide priorities.
4. Walk the building and be present and active during school-wide student events (morning arrival, transitions, lunches, and dismissal, etc.) to celebrate and reinforce common expectations.
5. Visit every classroom in a morning walkthrough to build positive relationships with teachers and reinforce culture expectations while ensuring the facility is bright, clean, and functioning.
6. Use data collected during walks to inform daily leadership briefing and weekly leadership meetings, prioritizing logistics and problem-solving to ensure staff is informed and challenges are addressed.
7. Lead weekly 1:1 check-ins with individual leadership team members: culture, instruction, operations, etc., that focus on improving leader skill in consistently and equitably executing school instruction, operations, and culture systems and reinforcing common expectations.
8. Ensure that a training series for all school staff on diversity, equity, and inclusion is delivered.
9. Engage staff members in crucial conversations. Lead planned and unplanned conversations that are direct, urgent, and supportive to reinforce values and common expectations.
10. Lead recurring staff meetings to celebrate success, highlight growth opportunities, and build a sense of community among staff.
11. Ensure recurring student community meetings occur to celebrate success, highlight growth opportunities, and build a sense of community among students and staff.
12. Send a weekly email to staff each Monday with shouts outs, reminders, and a calendar of events for the coming week.

RUBRIC FOR EVALUATION

% of staff who agree or strongly agree with all STRAND 1 survey questions



Leader must rate proficient or higher over multiple observations to move on to Strand 2

STRAND 2 COACHING

LEADER OUTCOME GOAL: Staff members receive observations, feedback, coaching, training, and evaluation that improves teaching and student learning.

FOUNDATIONAL LEADER ACTIONS

1. Actively coach school leaders using The Skyrocket Teacher and Leader Coaching Frameworks. Spend time each day improving leader skill through modeling, scripting, and role-playing biggest-lever leader actions for the members of the school team.
2. Design and share a calendar and scope and sequence for teacher development to coordinate observations, feedback, coaching, and evaluation.
3. Ensure that all teachers' lesson plans are reviewed weekly and provided focused, written feedback using the Skyrocket Teacher Coaching Framework.
4. Ensure all teachers are observed and provided with focused, aligned feedback (written or verbal) using the Skyrocket Teacher Coaching Framework.
5. Actively coach a focus group of teachers using The Skyrocket Teacher Coaching Framework. Spend time each day improving instruction through pinpoint analysis, hyper-focused training meetings, and real-time coaching.
6. Design and deliver monthly, whole group professional development workshops to teachers and leaders on biggest-lever teacher and leader actions from the Skyrocket Teacher and Leader Coaching Frameworks.

RUBRIC FOR EVALUATION

% of staff who agree or strongly agree with all STRAND 2 survey questions



Leader must rate proficient or higher over multiple observations to move on to Strand 3

STRAND 3 BALANCED LEADERSHIP

LEADER OUTCOME GOAL: The school uses data, input from key stakeholders, and training to improve the school experience for students, staff, and families. Leaders are responsive and nimble, using data to prioritize the biggest-lever actions to drive school and student success.

FOUNDATIONAL LEADER ACTIONS

1. Conduct weekly instruction, culture, and operations walkthroughs to collect data and identify trends across the school, grade levels, and content areas.
2. Track and respond to weekly and monthly now/later goals to prioritize time and resources to attend to the school's highest needs.
3. Design and deliver responsive, monthly trainings/goal-setting sessions to address schoolwide instructional, cultural, and operational trends.
4. Train teachers to analyze classroom and student level data. Hold data meetings once per month to analyze progress and inform lesson and unit planning.
5. Regularly host family and community engagement events, open houses, round tables, parent association meetings, and other events that are designed to bring together the school and community.
6. Create a school advisory committee to meet monthly with the school leader to share ideas and solutions to school challenges.

RUBRIC FOR EVALUATION

% of staff who agree or strongly agree with all STRAND 3 survey questions

