



SKYROCKET
EDUCATOR TRAINING

LEADER COACHING FRAMEWORK

2021-2022
K-12



STRAND 1 FUNDAMENTALS

STRAND 2 COACHING

STRAND 3 BALANCED LEADERSHIP

WE CAN. WE WILL. SKYROCKET.

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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.

- 1** Design and execute on foundational school systems and common expectations (vision, values, goals, adult responsibilities, org. chart, etc).
- 2** Design, implement, and monitor consistent school culture systems that ensure equitable treatment of all students and staff.
- 3** Engage staff members in crucial conversations. Lead planned and unplanned conversations that are direct, urgent, and supportive to reinforce values and common expectations.
- 4** 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 monitor school culture expectations. Ensure the facility is bright, clean, and functioning.
- 6** Lead daily leadership briefing and weekly leadership meetings. Prioritize logistics and problem-solving to ensure staff is informed and challenges are addressed.
- 7** Lead a weekly school culture meeting that focuses on improving leader and dean skill in consistently and equitably executing school culture systems and reinforcing common expectations.
- 8** Lead recurring staff meetings to celebrate success, highlight growth opportunities, and build a sense of community among staff.
- 9** Leaders ensure recurring student community meetings occur to celebrate success, highlight growth opportunities, and build a sense of community among students and staff.
- 10** Send a weekly email to staff each Monday with shouts outs, reminders, and a calendar of events for the coming week.
- 11** Create and follow a weekly calendar that includes all goal-impacting and program-critical leader actions. School leaders spend >90% of their time on these schoolwide priorities.
- 12** Deliver a training series for all school staff on diversity, equity, and inclusion.

RUBRIC FOR EVALUATION

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



STRAND 2 COACHING

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

1. Design a semester-long teacher development calendar to coordinate observations, feedback, coaching, and evaluation.
2. Review weekly lesson plans and provide focused, written feedback to all teachers using the Skyrocket Teacher Coaching Framework.
3. Observe all teachers and provide focused, aligned feedback (written or verbal) using the Skyrocket Teacher Coaching Framework.
4. Actively coach a focus group of teachers using The Skyrocket Teacher Coaching Framework. Spend time each day improving instruction and culture through pinpoint analysis, hyper-focused training meetings, and real-time coaching.
5. 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.
6. Design and deliver monthly, whole group professional development workshops on biggest-lever teacher actions from the Skyrocket Teacher Coaching Framework.

RUBRIC FOR EVALUATION

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



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.

1. Train teachers to analyze classroom and student level data. Hold data meetings once per month to analyze progress and inform lesson and unit planning.
2. Conduct weekly instruction, culture, and operations walkthroughs to collect data and identify trends across the school, grade levels, and content areas.
3. Design and deliver responsive, monthly trainings/goal-setting sessions to address schoolwide instructional, cultural, and operational trends.
4. Set responsive weekly and monthly goals to prioritize time and resources and attend to the school's highest needs. Publicly track progress and respond to trends.
5. Host monthly 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

