

Question: What is coaching?

Answer: According to Jim Knight (2009), “Coaching is not a quick fix, it is an approach that offers time and support to teachers to reflect, converse, explore and practice new ways of thinking about doing this remarkably important and complex act, called teaching. Coaching puts teachers’ needs at the heart of professional learning by individualizing their learning and by positioning teachers as professionals. IC’s partner with teachers to help them incorporate research based instructional practices into their teaching. They are skilled communicators, or relationship builders, with a repertoire of excellent communication skills that enable them to empathize, listen, and build trusting relationships.

Coaches help groups take action towards their goals while at the same time developing expertise in planning, reflecting, problem solving and decision making. Coaching provides a safe format for professional dialogue and develops the skills for reflection on practice, both of which are necessary for productive collaboration.”

Knight, J.M. (2009) *Coaching: Approaches and perspectives*. Thousand Oaks, CA: Corwin Press.

**“Coaching
is about
being a
“possibility
thinker”.**

-Jim Knight,
University of Kansas