

Coaching, Feedback, and Reflection

TiRs must proactively communicate with interns regularly. TiRs will provide weekly or bi-weekly feedback on reflections throughout the IA year and meet with interns face to face at least monthly.

Reflection is an integral part of the learning process. Interns will reflect independently and with the guidance of their Master Teacher and TiR. TiRs will provide a Reflection and Feedback form for interns and MTs to complete regularly.

Coaching Practices to Accelerate Intern Growth

Coaching meets people where they are in order to help them move forward. In the Internship Academy, our intention is to follow a growth mindset in our coaching practices by focusing on practical strategies interns can use to overcome obstacles or challenges. Teacher in Residence and Master Teachers are encouraged to use SMART goals by reframing areas needing growth as specific goals. Once goals have been set, provide a reasonable amount of time for interns to attain each goal. Coaches are active listeners and seek to highlight student successes by being their biggest advocate and cheerleader. *Focus on the future and not the past.*

Providing Effective Feedback for Lessons and Reflections

Constructive comments need to be very specific and preferably given one-on-one immediately after a formal observation and end on a positive note. Focus on *performance* and not personality using a two-way conversation. Mentor teachers need to set aside a time **weekly** to provide feedback and include the intern in lesson planning as much as possible.