

Peer Instructional Conferencing and Coaching Programme Overview

The *Peer Instructional Conferencing and Coaching Programme* is designed to provide teachers with skills to develop positive coaching relationships with peers in order to help them make sustained change in their professional practice. It has been specifically developed for teachers who have successfully completed the IL Programme and wish to extend their professional skills and knowledge, and for schools that wish to support sustainable whole school instructional change initiatives.

No previous knowledge or experience of coaching or conferencing is needed. The programme explores two distinct models, peer coaching and peer instructional conferencing and aims to meet the needs of teachers working in a range of contexts.

The peer coaching model embodies three different coaching dialogues which can be used to help individuals forward plan, identify solutions to problems and reflect on situations, relationships, or issues. The peer instructional conferencing model, taken from Madeline Hunter's work on the clinical supervision of teaching, incorporates five different types of conferences designed to help teachers develop and refine their use of instructional practice and increase their professional expertise.

Objectives

At the end of the programme participants will be able to:

- Understand the basic skills of peer coaching and the role of the coach.
- Apply a range of peer coaching and conferencing communication skills and apply them ethically and sensitively.
- Understand and lead peer coaching sessions for different purposes and reflect on the process.
- Identify the purpose and use of peer instructional conferencing.
- Apply peer instructional conferencing communication techniques in a positive and supportive manner.
- Lead and reflect upon the use of the following peer instructional conferencing models:
 - 1) Conference A – Non-Evaluative
 - 2) Conference B – Generating Options
 - 3) Conference C – Problem Solving
 - 4) Conference D – Evaluative
 - 5) Conference E – Professional Growth

Programme Outline, Dates & Venue

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<p style="text-align: center;">Session 1</p> <p style="text-align: center;">Thursday 21st September 2023 & Friday 22nd September 2023</p> <p style="text-align: center;">Mount Wolseley Hotel, Tullow, Carlow</p>	<p>Introduction to Peer Instructional Coaching and Conferencing</p> <ul style="list-style-type: none"> • Introduction to peer instructional coaching and conferencing • Introduction to coaching conversations • Understanding the psychology of coaching • Developing coaching communication skills • Navigating coaching conversations
<p style="text-align: center;">Session 2</p> <p style="text-align: center;">Thursday 18th January 2024 & Friday 19th January 2024</p> <p style="text-align: center;">Mount Wolseley Hotel, Tullow, Carlow</p>	<p>Working with peer instructional coaching and conferencing: Part 1</p> <ul style="list-style-type: none"> • Applying and refining the coaching conversational skills • The ethics and appropriate use of instructional conferencing and conferencing • Identifying critical attributes of instructional skills, tactics, and strategies • Introduction to the five instructional conferencing models with a focus on: <ul style="list-style-type: none"> ➤ Instructional conference A – Non-Evaluative
<p style="text-align: center;">Session 3</p> <p style="text-align: center;">Tuesday 16th May 2024 & Wednesday 17th May 2024</p> <p style="text-align: center;">Mount Wolseley Hotel, Tullow, Carlow</p>	<p>Working with peer instructional coaching and conferencing: Part 2</p> <ul style="list-style-type: none"> • Exploration and application of: <ul style="list-style-type: none"> ➤ Instructional conference B – Generating Options ➤ Instructional conference C – Problem Solving ➤ Instructional conference D – Evaluative ➤ Instructional conference E – Professional Growth • Establishing a positive and supportive peer coaching and conferencing culture in your school • Using peer coaching and conferencing to support sustainable professional learning at your school. • Trouble shooting common problems.

Programme Requirements

- The programme will run over three sessions, between September 2023 and May 2024. Each session will be of a 2-day duration and participants are required to attend all three sessions.
- Instructional Leadership Teams: Minimum Registration of 3 per school (to include one member of the Senior Management Team)
- All participants are required to have successfully completed the Instructional Leadership Programme.
- Participants are required to practice coaching and conferencing sessions with peers between sessions.
- Participants will be required to keep a record of each coaching and conferencing session and undertake self-reflection on their learning and development throughout the duration of the programme.
- Participants will also be required to complete pre-reading material related to coaching and conferencing before each workshop.