

FLORIDA ATLANTIC UNIVERSITY



FLORIDA EDUCATOR PREPARATION AND LEADERSHIP NETWORK
(FEPLN)

OCTOBER MEETING: *COACHING OUR WAY TO SUCCESS*

OFFICE OF EDUCATIONAL LEADERSHIP LEARNING

October 7, 2026
1:00 pm to 2:00 pm

Welcoming Ritual

Drop in the chat:

"Are you a morning owl, night bird, or just permanently tired?"



Network Vision

To build a collaborative learning community that empowers educational leaders across Florida to grow, innovate, and share expertise.





FEPLN Mission Statement

Amplify educator voices through collaborative partnerships to strengthen preparation programs, leadership pipelines, and professional learning opportunities for educators.

FEPLN Meeting Logistics and Professional Learning Norms



1st Wednesday of each month at 1pm via Zoom



Participation of all members on the call



Active listening



Respect for all perspectives

Today's Agenda

- Welcome and Logistics
- Dr. Sharron Helmke Presentation
- Q&A with Dr. Helmke
- Group Learning
- Quick FLDOE Update
- Session Feedback
- What to Expect Next
- Optimistic Closure

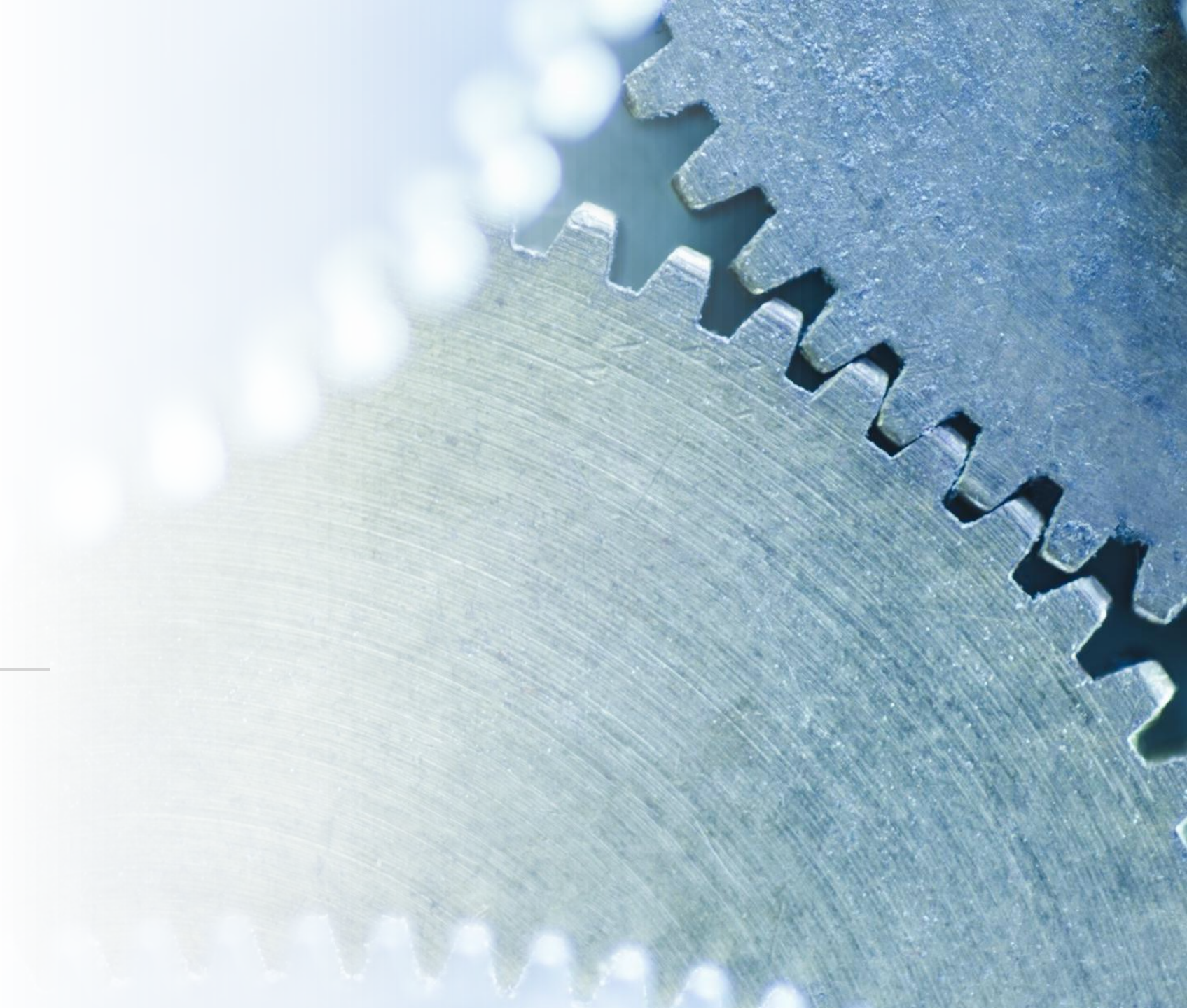


Instructional Coaching That Makes A Difference

Sharron Helmke, Ed.D., CPC ICF
Senior Vice President, Professional Services
Learning Forward
Sharron. Helmke@LearningForward.org

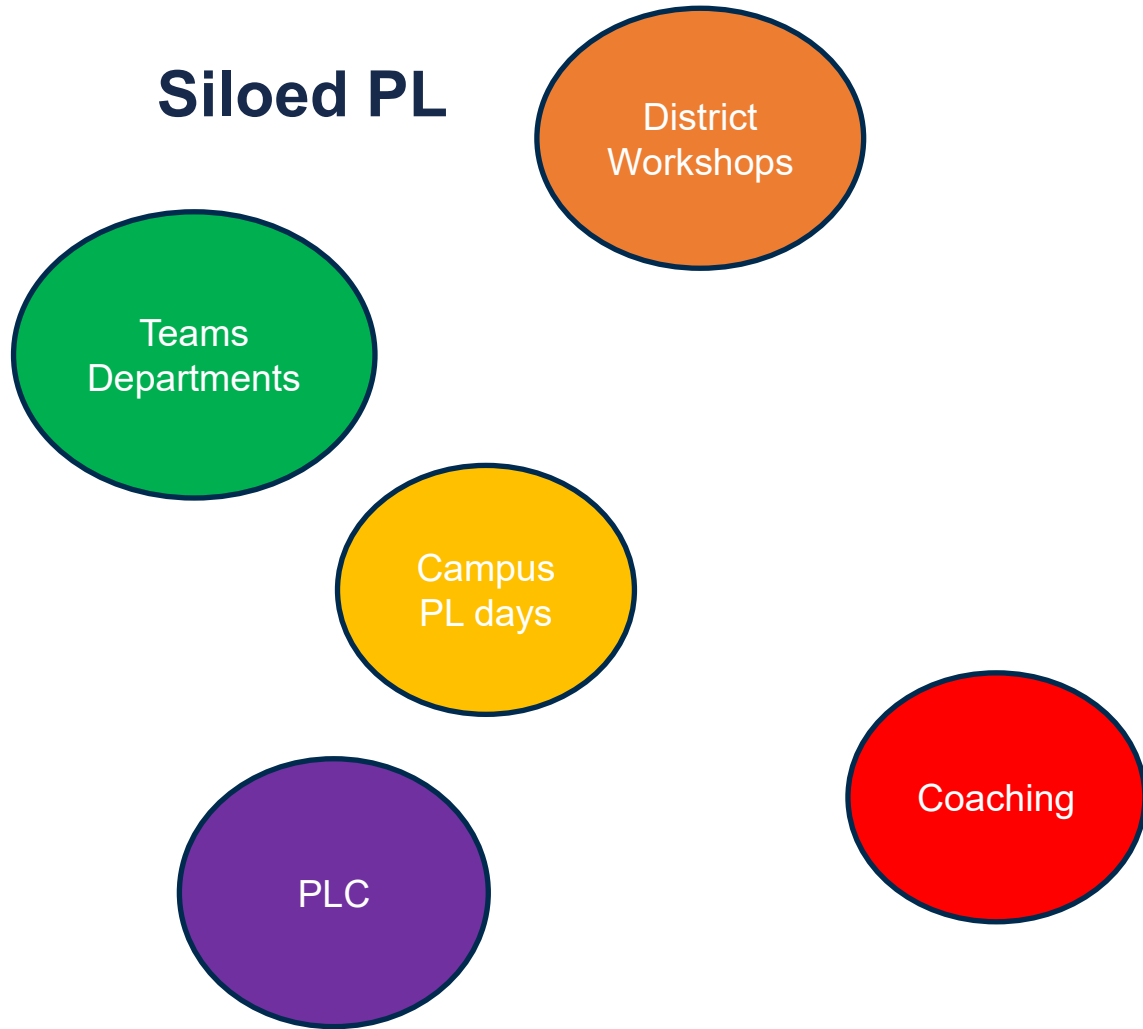


Coaching in Context

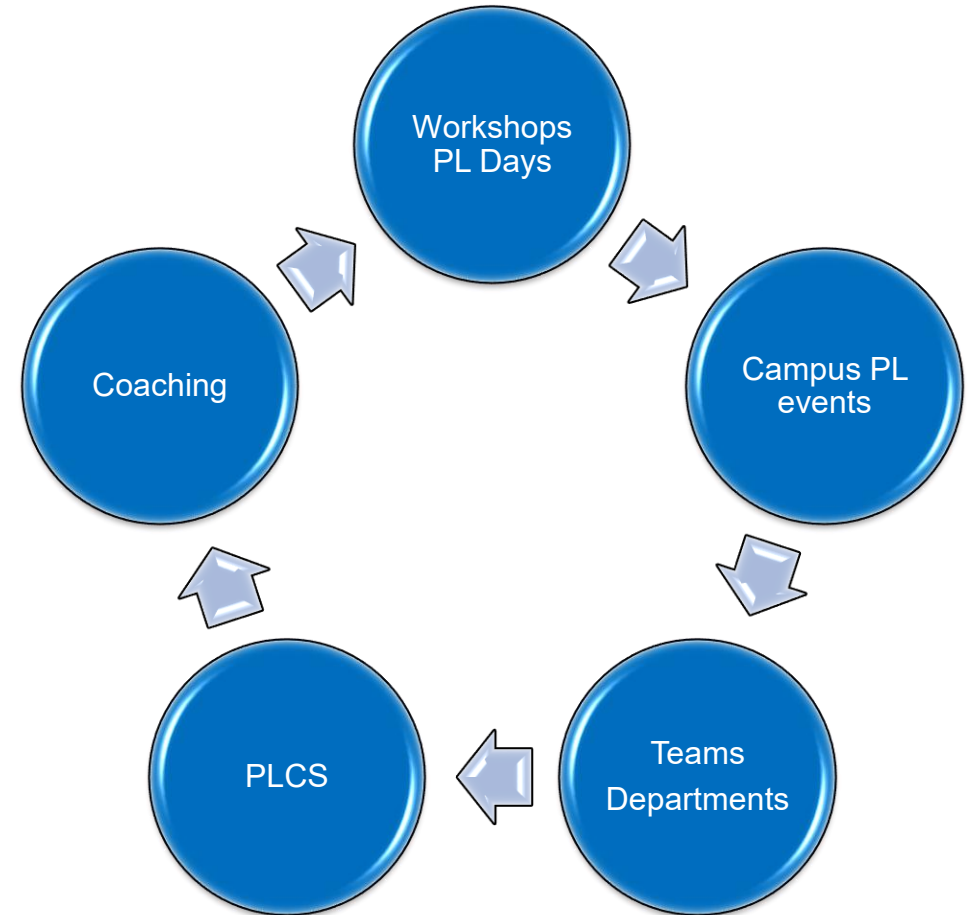


Putting Coaching in the Larger PL Context

Siloed PL



An Aligned and Cohesive System



Coaching as Differentiated, Job-Embedded PL

The Continuum of Professional Learning

Workshops & District Days: Establish foundational theory and wide-scale alignment, clarifies the non-negotiable. Everyone hears the same message.

Campus and Departmental Teams: Integrate the learning into the local context, relates the learning to campus improvement goals, and then content specific strategies.

Instructional Coaching: The final, highly personalized support that supports and builds a teacher's comfort and integration with the new practices. What does this look like for this mix of students?

Learners Key Questions at this Stage

What are we doing and why?

What does this mean for us? What does this look like in my content?

What does this look like and how does it work for this mix of students?

Coaching— what is it?



Effective Coaching

Focused on improving first-time instruction

- Before--Intentional planning for all learners
- During--In the moment assessment and response to emerging student needs
- After-Reflection for both teacher and student growth
- Focused on the teaching/learning connection which build efficacy and agency

Strengths Based Coaching

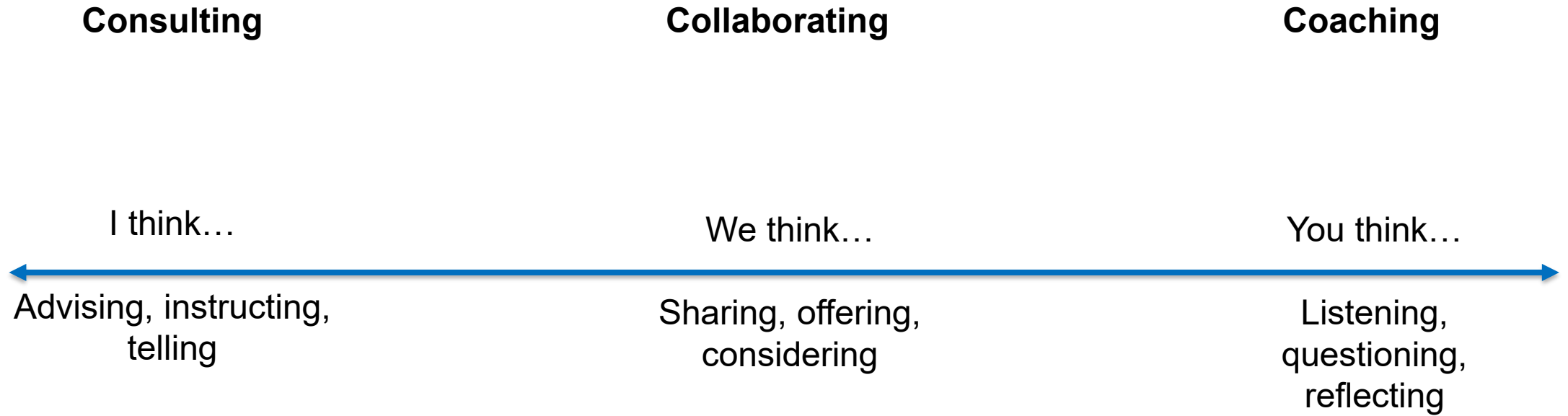
Culture of improvement—"Every day, we are all learning to serve our stakeholders more effectively"

Asks "What's working here and how can we build on it?"

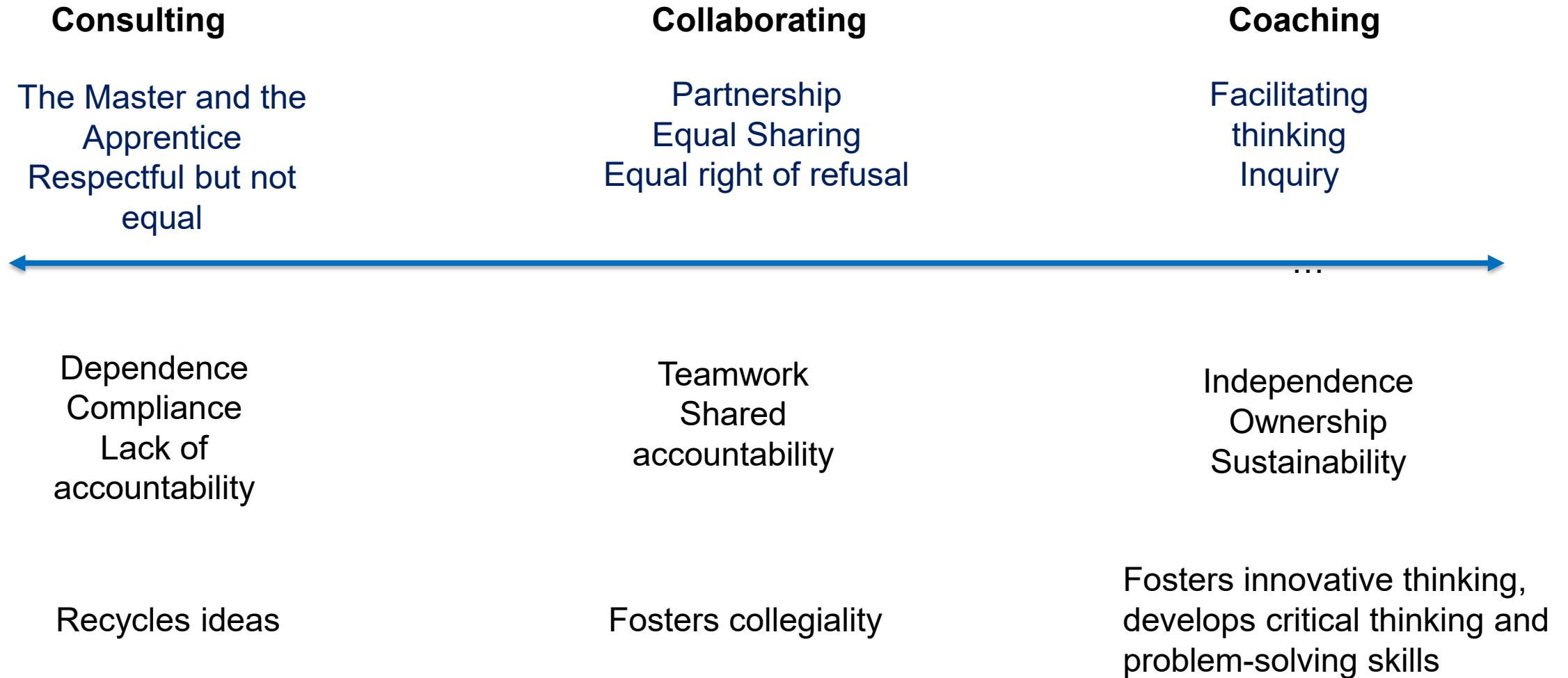
Builds capacity, sustainability, and shifts culture

Focused on growing a teacher's practice and building confidence for change

Coaching Continuum—Ways of Interacting



Coaching Continuum—Ways of Interacting



What's Essential in a Coaching Conversation?

Beginning

- Identify the topic
- Investigate the underlying meaning
- Today's bite
- How will you know...
- Where do we start?

What's Essential in a Coaching Conversation?

Middle

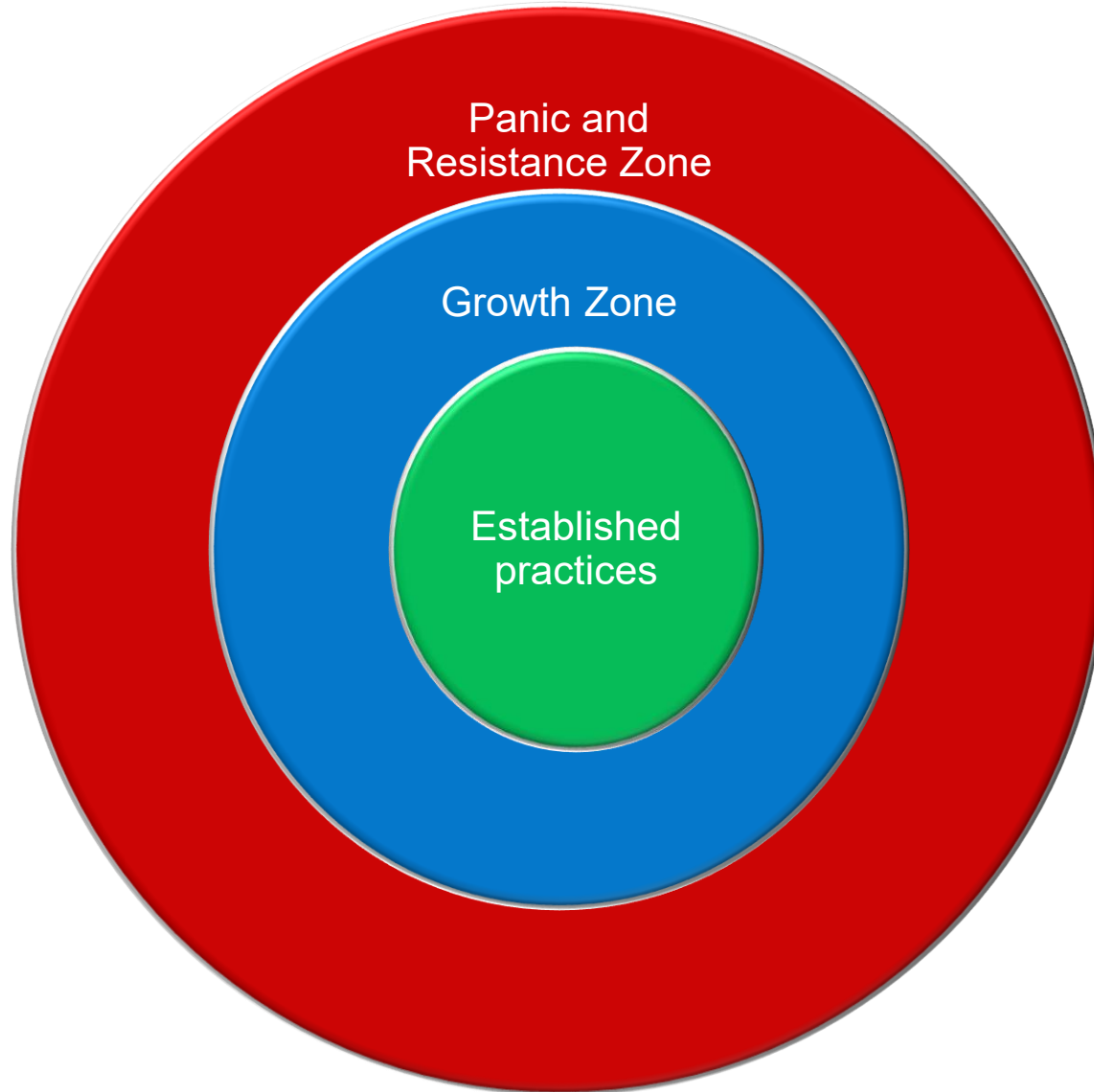
- Explore the topic to gain a fuller understanding of the other person's perspective (values, priorities, past experiences, etc.)
- Surface and investigate perceived limitations or competing desires
- Build awareness and new insights
- Check-in with the client frequently
- If the topic shifts, ask for direction

What's Essential in a Coaching Conversation?

Closing

- Ask them for their take-aways or to summarize
- Invite them to Identify action step(s)
- Ask about resources and / or support needed—how and when
- Invite them to plan self-accountability
- Acknowledge their work

Coaching for Sustained Improvement



Push the boundaries of the established practices to move a teacher's practice towards the desired vision.

Foster a sustained change in practice.

Builds confidence with change and risk.

Builds momentum.

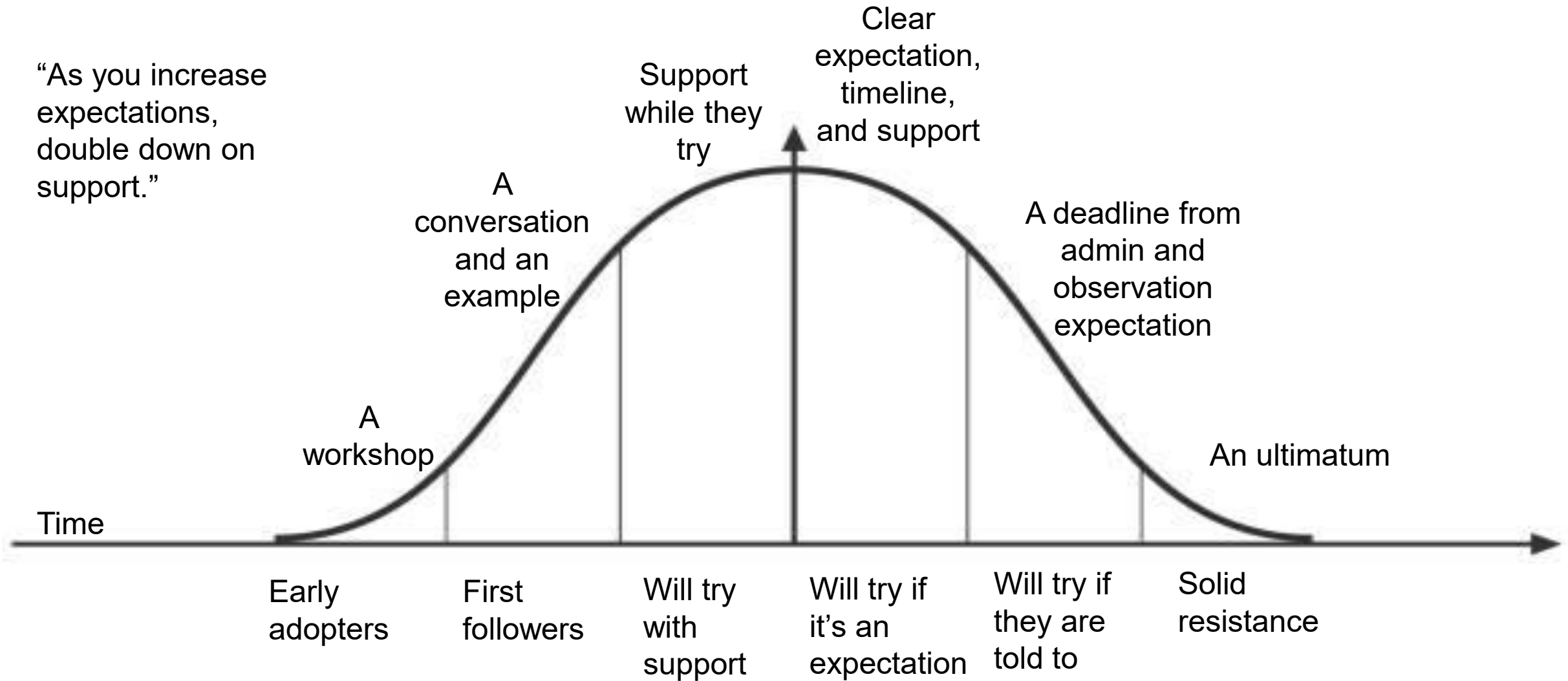
We don't have time for all that! We need results now!



If it's not safe to fail, I won't try.

Coaching for Implementation and Culture Shift

“As you increase expectations, double down on support.”



Key Take Aways

- Coaching must be an integrated part of a system of PL
- Coaches must adapt the way they support
- Coaching is most effective when it's used to improve first teach
- Coaching is most effective when it focuses on expanding a teacher's positive behaviors
- Pressure for accountability and fast results will often trigger panic and preservation mode behaviors
- Coaching fosters lasting change in behaviors and confidence in teachers' openness to instructional change

UNITE FOR LEARNING



The Learning Forward 2026 Annual Conference

Dallas | Dec. 6-9. 2026

#learnfwd26

Learn more at
conference.learningforward.org



LEARNING FROM EACH OTHER

In your breakout rooms, share with each other:

- how you define coaching,
- what you are doing with coaching in terms of professional learning and implementation, and
- where coaching seems to be most impactful for school improvement

When we come back, share out what you learned



QUICK LOOK AHEAD: FLDOE

Dr. Josey McDaniel

Deputy Chancellor of
Educator Quality

Division of Public Schools



Session Feedback

FEPLN
OCTOBER
FEEDBACK
SURVEY - How'd
we do? What
more can we do?
– Fill out form



What to Expect Next Meeting

Next Meeting Topic

- ****Insert Next meeting Topic****

Upcoming Meeting Dates

- Next Meeting: November 4, 2026, at 1 PM

Meeting Details

- A calendar invite with the meeting link has been sent in advance and will be updated.

Optimistic Closure

What made
me feel good
today

Drop your
response in
the chat! ✨

A red pen is positioned diagonally in the upper left corner of the image, resting on a calendar grid. The calendar shows dates 10, 11, 16, 17, 18, 24, and 25. The text "Thank you! See you next time!" is centered in white, with the second line underlined.

Thank you!
See you next time!