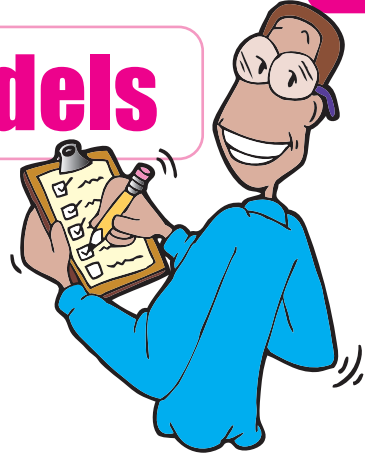


# 4 Kagan Coaching Models



## 1 In-Person Coaching

*This is Kagan's time-honored coaching method.*

- A Kagan Coach observes teachers implementing a Kagan Structure in the classroom.
- School Leaders accompany the Kagan Coach to provide future support.
- A summary session will be provided at the end of the day to celebrate successes and identify next steps.

## 2 Live Video Coaching

*This is an adaptation of In-Person Coaching, developed to minimize physical proximity during the time of COVID-19.*

- An on-site School Leader takes live video of the teacher being coached using FaceTime or Skype on a smartphone or tablet.
- The Kagan Coach provides immediate feedback to the Leader and/or teacher.
- Teachers have the opportunity to make improvements in real time.
- The School Leader receives insights throughout the process and may have a summary session with the Kagan Coach at the end of the day.

### Common Elements For All 4 Models

- Coaching is conducted by expert Kagan Coaches.
- Teachers sign up in advance for one Kagan Structure they will be coached on.
- Teachers receive a Structure Coaching Form so they know exactly what the Kagan Coach is looking for — there are no surprises.
- The Kagan Coach provides specific feedback to each teacher and general feedback for the entire building.

## 3 Double Feedback Video Coaching

*Teachers are recorded implementing a Kagan Structure, receive feedback, are recorded again making corrections, and receive a second round of feedback.*

- An on-site School Leader films teachers using Kagan Structures.
- Teachers watch their videos and complete a reflection form.
- The School Leader submits the videos and reflection forms using the provided upload link.
- The Kagan Coach provides detailed feedback to the teacher utilizing the Kagan Coaching form.
- The School Leader records and submits videos again for a second round of feedback.

## 4 Coaching for Remote Teaching

*The Kagan Coach offers feedback on Kagan Structures used during remote teaching.*

- School Leaders provide links to allow the Kagan Coach access to the online classroom.
- The Kagan Coach observes teachers implementing a Kagan Structure online in breakout rooms.
- The Kagan Coach provides immediate feedback to the classroom teacher. Teachers have the opportunity to make improvements in real time.
- School Leaders participate in online classroom visits but ensure privacy for the coaching conversation.
- The Kagan Coach provides building feedback at the end of the day.

# 4 Kagan Coaching Models

## Side-By-Side Comparison



Compare the different elements of Kagan's 4 Coaching Models to decide which model is right for you and your teachers.

Coaching Model	In-Person	Live Video	Double Feedback Video	Remote Teaching
<b>Coaching Method</b>	In-Person	Video Chat (FaceTime, Zoom)	Video Recording	Online via Classroom Link
<b>Coaching Focus</b>	One Kagan Structure	One Kagan Structure	One Kagan Structure	One Kagan Structure
<b>Coaching Conducted By</b>	Expert Kagan Coach	Expert Kagan Coach	Expert Kagan Coach	Expert Kagan Coach
<b>Scheduling Teachers</b>	Online Coaching Scheduler	Online Coaching Scheduler	Online Coaching Scheduler	Online Coaching Scheduler
<b>Teacher Feedback</b>	Verbal & Written	Verbal & Written	Written	Verbal & Written
<b>Leader Feedback</b>	Verbal & Written	Verbal & Written	Written	Verbal & Written
<b>Immediacy of Feedback</b>	Immediate Verbal, 24 Hours Written	Immediate Verbal, 24 Hours Written	1 Week Written	Immediate Verbal, 24 Hours Written
<b>Debrief Session</b>	With Staff	With Leader	None	With Leader
<b>Timeframe</b>	1 Day	1 Day	3 Week Process	1 Day
<b>Sessions Per Teacher</b>	1	1	2 Videos	1
<b>Teacher Maximum</b>	16 to 20	16 to 20	20	16 to 20

It's All About **Engagement!**