

## Coaching Conversation Tips

- **Lead with Rapport**
  - Take time at the beginning of each interaction to check in personally and professionally.
  - Show genuine curiosity about teachers' experiences, challenges, and successes.
  - Acknowledge the extra effort they are contributing by participating in a research study.
- **Affirm Teacher Expertise**
  - Position teachers as partners, not just implementers.
  - Validate their professional judgment and celebrate when they adapt strategies thoughtfully while staying within study parameters.
- **Clarify Study Goals**
  - Regularly remind teachers of the “why” behind the intervention — how their participation contributes to improving math learning nationally.
  - Connect study fidelity with generating reliable findings.
- **Communicate the Research Connection**
  - Share updates from the research team when available — even small insights help teachers feel part of something bigger.
  - Reinforce how their implementation contributes to future math teaching practices nationwide.
- **Model a Growth Mindset**
  - Frame challenges and implementation hiccups as learning opportunities.
  - Normalize the idea that improvement takes iteration and reflection.
- **Use Data Constructively**
  - When reviewing fidelity or student progress data, focus on problem-solving rather than compliance.
  - Help teachers connect patterns in data to instructional decisions.
- **Support, Don't Overwhelm**
  - Keep feedback focused on 1–2 actionable steps per session.
  - Avoid information overload by prioritizing what will make the biggest difference.
- **Create Space for Teacher Voice**
  - Ask teachers what's working and what's difficult.
  - Invite them to share creative ideas, classroom observations, and student reactions.
- **Be Consistent & Reliable**
  - Maintain predictable communication (e.g., regular meeting cadence, timely follow-up).
  - Reliability builds trust and signals that their work matters.
- **Stay Curious & Reflective Yourself**
  - Model reflective practice by asking open-ended questions (“What made that lesson feel smoother?”).
  - Be willing to adjust your coaching based on teacher feedback.
- **Respect Teacher Workload**
  - Be mindful of competing demands, testing schedules, and other school initiatives.
  - Offer flexibility and empathy when challenges arise.