



Coaching for Equitable Practice

Warm Welcome

“Pain is important: how we evade it, how we succumb to it, how we deal with it, how we transcend it.” – Audre Lorde

In the chat box share your reflection on one of the prompts below:

- How or in what ways have you been practicing self-care recently?
- How are you taking time to heal from anti-racism work?
- In what ways are you showing up for yourself so you can more fully show up



Coaching Self-Assessment

Coaching Mindsets: Self-Assessment

Directions: Read each coaching mindset and the description for what this could look/sound like in action. Assess yourself on whether you practice this disposition: rarely, sometimes, often. These have been adapted from the [Culturally Responsive Educator Mindsets](#).

Mindset	Looks/Sounds like	Self-assessment		
		Rarely	Sometimes	Often
<p>My Responsibility</p> <p>I feel a sense of responsibility for the success of my <u>coachee</u>. If they are stuck, I think of other tools I can provide for them to work towards success.</p>	<ul style="list-style-type: none"> Clearly demonstrating that you believe in eliminating inequities and providing each <u>coachee</u> with what they need to be successful. Publicly discussing the work you are doing to become more aware of your own identity, privilege, and biases. Model vulnerability by acknowledging where there are gaps in your knowledge and skills related to equity. Encouraging risk-taking and create space for <u>coachee</u> to have open dialogue about race and address hard-to-discuss topics. When decisions are being made, pushing the <u>coachee</u> to question which groups are benefitting or being left out, and why. Considering the intended and unintended consequences of decisions on all stakeholder groups. 			
<p>Self</p> <p>I reflect on my cultural lens and the beliefs and biases I have about other adults I work with when I am working across lines of difference (racial, ethnic and gender) with my <u>coachee</u>.</p>	<ul style="list-style-type: none"> Recognizes the privileges you might hold based on position, identity, or background. Seeks feedback and looks for low-inference evidence to help reflect on how you are leading/coaching for equity. Continuously examining and reflecting on how your role in the system might contribute to or support inequitable practices. Reflect on how White Supremacy Culture shows in your coaching practice Uses a racialized voice to center race and name perspective Notices emotions in the moment and, upon reflection, has insight into them. 			
<p>Global Context</p> <p>I coach from a systems-change lens with my <u>coachee</u>-- elevating</p>	<ul style="list-style-type: none"> Actively seeking to learn how privilege, power, and oppression operate historically and currently in education. Confronting behavior that openly or covertly promotes inequity, colorblindness, and deficit thinking. 			

Coaching Self-Assessment

Breakout Group Protocol

(4 min) **Independent Review of Tool**

(8 min) **Group Discussion**

- How might this tool support you as you coach for equity?
- What CRE Coaching Mindsets are most challenging to live out? Why?
- How does your racial identity impact how you engage with this resource?



Coaching Self-Assessment

Google Self-Assessment (5 min)

Why?

- Personal self-reflection
- Collect baseline data for the CEP planning team
- Drive decisions and session design moving forward





DENVER
PUBLIC
SCHOOLS

Culturally Sustaining
Curriculum and Instruction

Coaching Observation

Outcome:

- 1) Provide an example to build individual and our collective lens on coaching for equity
- 2) Create conditions to analyze personal practice and coaching behaviors aligned to CEP.

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Place Bridge Academy

While watching:

Use the CRE Coaching Mindsets to identify aligned low-inference evidence



Breakout Groups

Guiding questions for conversation:

- 1) What low-inference evidence aligned to the CRE coaching mindset did you see?
- 2) In what ways, does your personal coaching practice align or differ from the example we saw today?
- 3) What questions/wondering do you have for the coach?



Whole Group Reflection

A conversation with the coach

Share
GLOW or WONDERING



Regional Team Time

- What did you learn about yourself from examining the coaching mindsets and observing Kevin?
- How will this impact an upcoming coaching conversation or SIP?
- Are there implications for your focus and work as a team?
- How will the coaching mindsets show up for you?



**Thank you
and
Survey**