**Questions & Question Stems for High Quality Coaching Conversations:**

**People need time and space to reflect. That can be hard to find in the course of the school day. As a coach, you’ll need to reflect on your own work. You also may need to spark and support reflection in those you coach. For some ideas on what this might look like, try some of the questions and question stems below…**

***Clarifying Stems***

* I’m interested in hearing more about…
* Tell me what you mean when you…
* I’m curious to know more about…
* I wonder…

***Nonjudgmental Responses***

* I noticed how when you…, the student(s) really*...* (to identify something that worked and why it worked)
* I’m interested in learning (or hearing) more about…

***Probing Stems***

* What successes did you see in implementation and what did you do to create that?
* What’s another way you might*...* ?
* What would it look like if…?
* What do you think would happen if…?
* How was…different from (or similar to)…?
* What’s another way you might…?
* What sort of an effect do you think…?
* What criteria do you use to…?
* What do you think…?
* How did you decide…(or come to that conclusion)?

Adapted from: The Art of Coaching Effective Strategies for School Transformation Communication, Elena Aguilar, Jossey-Bass 2013

***Reflective Questions:***

* Why did you choose the (SIM CER, SIM LS, intervention for C&C mentee, etc.)?
* What was the impact of the decision on the student(s)?
* How did you know the student(s) was(were) benefiting or not?
* How will you know when implementation of a chosen intervention is having the desired affect?
* How will you know when your students demonstrate proficiency (SIM CER) or mastery (SIM LS)?
* What was the important concept and/or skill you wanted every single student to know at the end of the lesson? How successful were you? (SIM)?

Adapted from: The Instructional Leader’s Guide to Strategic Conversations with Teachers*,* Robyn R. Jackson, Mindsteps, Inc.

***Questions to Invite Action:***

* What’s another way we might…?
* What would it look like if we…?
* What sort of an impact might there be if…?
* What might you see happening with your student(s) if…?
* What patterns can we identify in the student mistakes and what do they tell us? (SIM)
* What experiences do the students need to further their learning? (SIM)
* What crucial knowledge, skill or content gaps still need to be addressed? (SIM)

Adapted from: newteachercenter.org

* What are your next steps?
* What might you need from me to implement those?

Adapted from: Practical Literacy Coaching: A Colleciton of Tools to Support Your Work, Jan Miller Burkins, 2009 International Reading Associaiton