



Alice

Hope

Job-Embedded Coaching with Education Resource Group: A Unique and Innovative Process for Staff Development

Hope Reagan, Alice Oakley and ERG Consultants help teachers build confidence and self-efficacy.

What is job-embedded staff development?

Job-embedded professional development refers to a strategic approach to developing teacher capacity by grounding the professional learning in day-to-day teaching practices. Job-embedded coaching is designed to enhance teachers' content-specific instructional practices with the ultimate goal of improving student learning. It is primarily conducted at the school and classroom level and is integrated into the normal workday. No substitutes needed!

Talk about your unique specialty.

Education Resource Group has a systematic process that includes grade level meetings, model lessons, observation support sessions, feedback (both written and oral) and individual goal setting. This process allows schools to choose a project focus that will maximize results. Goals are set individually with teachers so they can get a personalized coaching service. Communication with administrators is a critical component of a thriving project. When everyone is on the same page and working towards the same goals, results soar!

What are teacher perceptions of the process?

The most-liked aspects of the ERG job-embedded service as indicated by teachers are our job-embedded format, oral and written feedback, the professionalism of ERG consultants, our model lessons and our resources.

Why would a school want to hire ERG?

ERG's job-embedded process gets excellent results. Supporting teachers in their continual learning and improved instruction yields better student learning outcomes. This service is something every teacher and administrator would benefit from utilizing. Teachers grow in their effectiveness and therefore student achievement is positively impacted. Our research shows that teachers make real pedagogical changes in their teaching practices. The process creates lasting change.

Is this just another way to evaluate teachers?

Absolutely not! The ERG teacher development process is designed to support teachers as they work to build capacity. We make it clear that ERG consultants do not evaluate teachers. Giving specific, useful feedback that results in immediate instructional changes is quite different from a checklist or walk-through form that is never given to the person being observed.

Hope, Alice and all of the ERG consultants are committed to excellence in the field of education. At the end of the day, it's about growing all learners.