

Professional Development Situation: Coaching

Skill Focus: Facilitating Inclusive Learning Experiences

Time Required: 15 minutes

IMPLEMENTING INCLUSIVE PRACTICES

Participants will identify and analyze their own strengths and challenges in facilitating inclusive learning experiences.

Agenda

Discussion—6 minutes

Planning for the Future—9 minutes

Before the Session

- **Read this coaching guide** to become familiar with the content and allow time to personalize the activities to best suit your presentation style.
 - *Italics indicate text that can be read aloud or emailed to the participant.*
- Send an email to the participant being coached:
 - *Our coaching session is scheduled for DATE at TIME. A few days before our session, watch both the overview and skill video for the [DIVEE](#) video-based learning module. Identify one strategy from the video to try out in your program. Try your strategy before we talk and be prepared to tell me how it went. In our discussion, we will focus on “Facilitating Inclusive Learning Experiences”. Please feel free to contact me with your questions or concerns at CONTACT INFORMATION.*

During the Session

Discussion (6 min)

- Thank the participant for making time for this coaching session.
 - *I am excited to hear about the strategy you chose and how it went. The purpose of our session today is to support you and help you build your skills.*

- Use the following questions to guide your discussion of the strategy the participant tried.
 - *What strategies did you notice the facilitator using in the videos?*
 - *What strategy did you decide to try out? How did you decide on that strategy?*
 - *What worked? What didn't work?*
 - *What might you do the same next time? What might you do differently next time?*
 - *What did you learn from this experience?*

Planning for the Future (9 min)

- Discuss a plan for continuing to work on developing the skill of facilitating inclusive learning experiences.
- Use the following questions to guide your planning discussion.
 - *If I came to observe you, what inclusive strategies would I see you using?*
 - *What are the practices you want to keep developing?*
 - *What changes in your practice are you going to implement after this session?*
 - These should be specific ways that the participant is going to facilitate differently. Examples: evaluate all STEM activities to make sure the materials, role models, and roles are inclusive for all youth; use an easy to remember acronym for the science process; or invite youth to help create a clever rhyme for the engineering design process.
 - *What is your timeline for implementing these changes?*
 - *How are you going to hold yourself accountable for your plan?*
 - Examples: scheduling another coaching session to talk about how it is going; including it as a goal on a development plan; or sharing this new practice with parents at the parent engagement night.
- Thank the participant for participating in the coaching session. Compliment an example of how they are taking concrete steps to improve their practice. Possible examples: the way the participant was bold with the strategy they chose, the way they analyzed what they had done, their willingness to keep trying and learning, etc.

After the Session

- Email the participant:
Thank you for your participation in the coaching session. I hope you found the process useful and applicable to your practice. In our discussion, you decided to _____. How is that going? You can reach me at _____. Thanks for your willingness to continue to learn.

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