



Focused Coaching Plans

Each school's context is different. At SF-CESS our priority is to match our coaching/ facilitation to the needs of specific school communities. If you have needs or a budget that don't fit into any of these plans, a coach will work with you to make adjustments to better meet your goals.

Professional Development for Transformation (2 suggested plans based on level of support)

SF-CESS supports a year of equity-focused, inquiry-driven Professional Development based in your school's results, vision and goals.

SF-CESS provides ongoing coaching to help plan and facilitate your PD meetings \$15,000

- 3-day Inquiry for Equity DBI training for 4 administrators and teacher leaders (June 21-23)
- 2-day Personalized Coaching for 2 people (June 24-25)
- 10 days of SF-CESS facilitation and coaching
- SF-CESS Basic Affiliation and all benefits

SF-CESS provides ongoing support for leadership team to develop and implement a PD Plan \$6,000

- 2-day Personalized Coaching session for 2 people (June 24-25)
- 4 days of SF-CESS facilitation and coaching
- SF-CESS Basic Affiliation and all benefits

Inquiry for Equity: Using Data to Transform School Practices \$8,000

SF-CESS facilitates a formal cycle of inquiry to identify root causes of underachievement at your school and to develop a year-long inquiry and action plan for transformative Professional Development.

- 3-day Inquiry for Equity DBI training for 4 administrators and teacher leaders (June 21-23)
- 4 days of facilitation/coaching for school staff (department, grade level)
- SF-CESS Basic Affiliation and all benefits

Advisory as an Equity Pedagogy (2 suggested plans)

SF-CESS supports your school to develop, implement and/or deepen an advisory program, focused on personalization and supporting all students to meet high achievement, to further your school vision.

SF-CESS coaches your school to design and implement an advisory program \$14,000

- 3-day Advisory training for 3 people (June 24-25)
- 10 days of SF-CESS facilitation and coaching, focused on advisory curriculum, observations, overcoming challenges, and assessing your program's progress
- SF-CESS Basic Affiliation and all benefits

SF-CESS supports your school to improve your advisory program \$5,000

- 3-day Advisory training for 3 people (June 24-25)
- 3 days of SF-CESS coaching focused on addressing specific challenges to your program
- SF-CESS Basic Affiliation and all benefits

Leadership for Interruption and Transformation \$7,000

SF-CESS provides targeted coaching for your positional school leaders and/or leadership teams to focus on fostering a school culture that takes responsibility for results. Leaders will have support to develop an equity-focused action plan and to reflect regularly on their progress and challenges.

- 4 hours of monthly coaching (weekly or bi-weekly)
- SF-CESS Basic Affiliation and all benefits (including ongoing CFG for principals)

Peer Observations for School Transformation starting at \$5,000

SF-CESS supports your school to create a plan where teachers observe each other with an explicit focus on improving individual practice towards equitable and excellent student achievement.

- 2 days of facilitation to support teambuilding and a common vision of peer observations
- 2 (or more) days of coaching to sustain the program
- SF-CESS Basic Affiliation and all benefits

Family Partnerships for Equity \$5,000

SF-CESS supports school teams to network and to develop and implement a plan to engage parents and families in critical work addressing a high-leverage equity issue. Teams receive instruction and ongoing support to bring families into the center of their most important work.

- 4 days of professional development for school teams of 4 people (administrator, teachers, counselors, parent liaisons, parents)
- 1 day of Data-Based Inquiry coaching to create an action plan

Equity-Centered Professional Learning Communities \$5,000

SF-CESS helps your school to develop leadership capacity, will and structures to support groups of teachers to come together regularly (i.e. CFGs, iGroups) to examine adult and student work in order to improve individual and school practices and ultimately, student results.

- 5-day Equity-Based Critical Friends Group training for two people (August 2-6)
- 2 days of facilitation/coaching for EC-PLC participants (whole staff, department)
- 2 hours a month of coaching and support for EC-PLC facilitators
- SF-CESS Basic Affiliation and all benefits

Equity Walk Through: Examining School Practices for Transformation \$3,000

SF-CESS supports you to organize a comprehensive, collaboratively-planned school visit to collect data and inform Professional Development and School Practices. SF-CESS coordinates the visit and focus group.

- Equity Walk Through (planning, implementation, debriefing with staff)
- Student focus group
- Final Walk Through report with recommendations
- SF-CESS Basic Affiliation and all benefits

WASC Support \$5,000

SF-CESS supports your WASC coordinator to plan and organize for your report and visit.

- 4 days of SF-CESS coaching focused on organizing staff around WASC requirements
- SF-CESS Basic Affiliation and all benefits