

Three domains of
expertise in instruc-
tional leadership:

1. Pattern
recognition
2. Retrieval
fluency
3. Coaching and
feedback skills

Welcome to the Skillful Observation and Coaching Laboratory. Thank you for participating!

The Skillful Observation and Coaching Laboratory (SOCL) is a school-embedded professional development experience that builds instructional leadership capacity for administrators, instructional coaches, curriculum specialists, and/or anyone who is responsible for the development of teachers and teaching.

Here's the logic... Many variables affect student success and achievement. The variable with the largest effect size is teacher efficacy. Teacher efficacy is driven by the degree to which teachers' talents are recognized and developed at work. Over time, school leaders who can develop teachers and teaching create school cultures that attract even more talent. And the cycle continues... to the great benefit of student learning.

The SOCL seeks to build instructional leadership expertise in three domains:

1. Pattern Recognition– the ability of the instructional leader to see past the obvious happenings in a classroom and spot the relevant patterns of effective instruction and significant learning.
2. Retrieval Fluency– the ability of the instructional leader to recall and apply significant operational knowledge about the observed teaching/learning patterns in real time... at the “speed of school.”
3. Coaching and Feedback Skills– the ability of the instructional leader to provide teachers with meaningful, growth-evoking feedback and coaching that teachers see as timely, valuable, and non-threatening.

SOCL participants observe classroom teaching in small groups, practice collecting relevant data, analyze and discuss the observation to clarify patterns of effective instruction, identify teacher talents and strengths, and provide the teacher with growth-evoking feedback and coaching.

As a part of the Developing the Artisan Teacher™ curriculum, SOCL participants will learn to recognize 23 Themes of Teacher Talent and will learn to utilize 7 Tools for Developing Teachers and Teaching. The SOCL typically spans two years with participants meeting four times per year at local schools for facilitated observations and feedback/coaching demonstrations.

Developing
The Artisan
teacher



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*These notes are supplements to “The Skillful Observation and Coaching Laboratory.”
The SOCL is a job-embedded professional development experience that grows expertise in
classroom observation and teacher coaching.*



A Logic Model...

Over time, school leaders who can develop teachers and teaching create school cultures that attract even more talent. And the cycle continues... to the great benefit of student learning.

6. Culture effects

5. Coaching and feedback

4. Talents and Non-talents

3. Teaching Quality

2. Leverage and effect size

1. A busy life

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