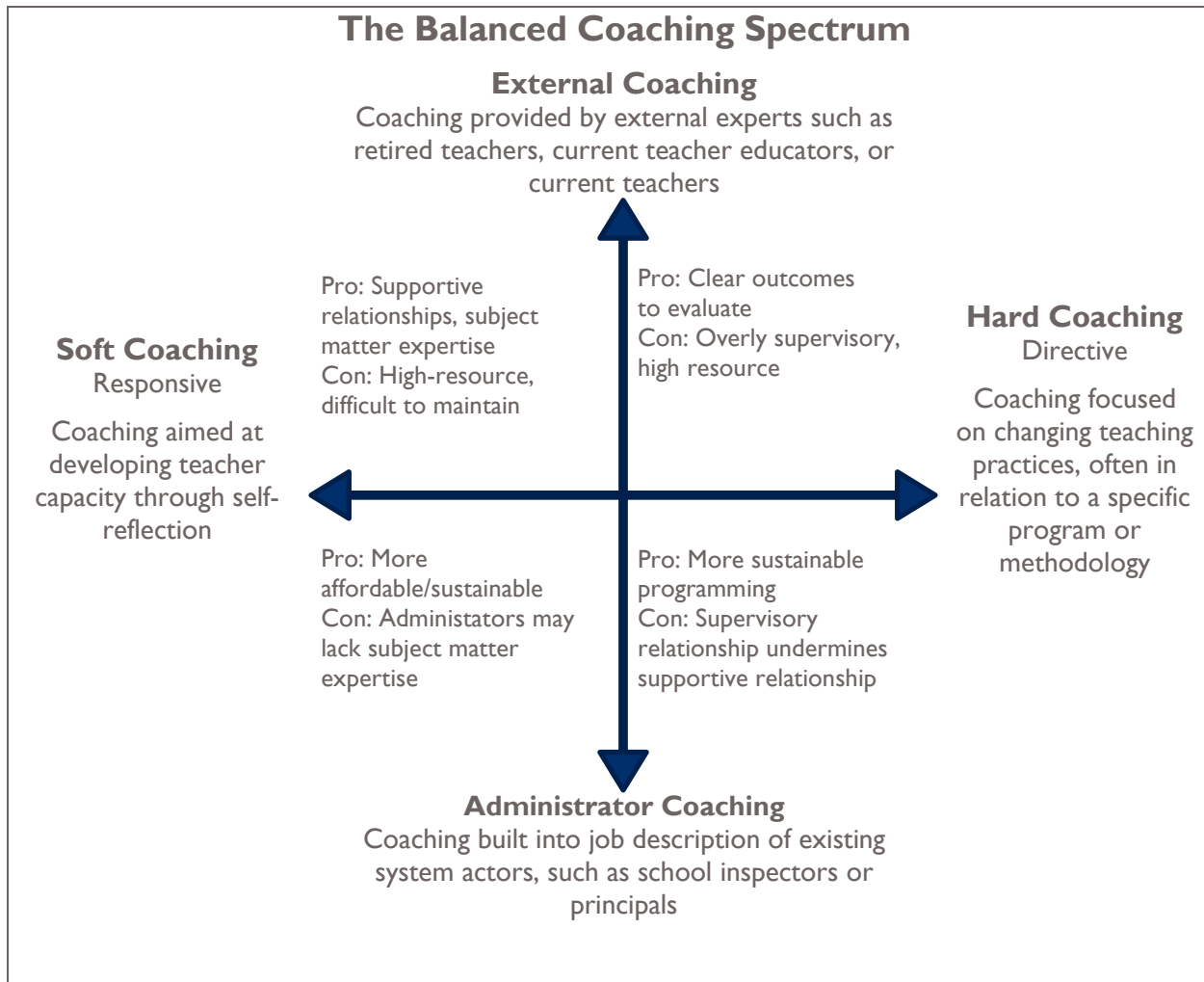


## Coaching and Mentoring

FHI 360 recommends a **balanced** approach to teacher coaching that incorporates both open-ended reflection and directive feedback. The details of the FHI 360's coaching model are **contextualized** to the needs of each project host country.



### Examples of Soft Coaching:

- “What are your goals for this semester?”
- “How do you think today’s lesson succeeded or could be improved?”
- “Let’s discuss your lesson plan for tomorrow”

### Examples of Hard Coaching:

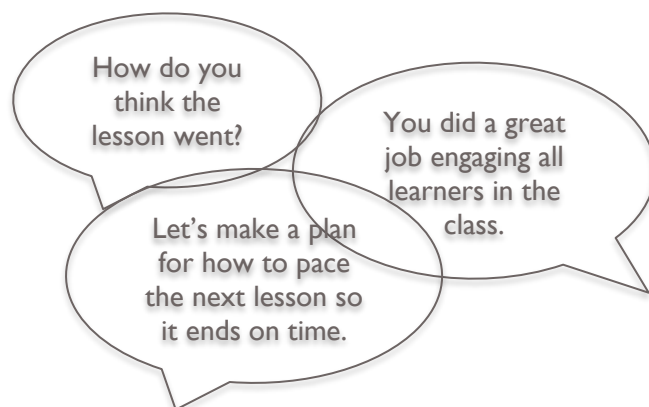
- “Your next lesson should include at least one group work activity.”
- “I’ll be following up to make sure you come to class every day next week.”
- “What is one student-led routine you plan to incorporate in your class?”

## Examples of Coaching and Mentoring Activities

### Balanced Coaching

In Northern Nigeria, the UNICEF Reading and Numeracy Activity (RANA) uses a balanced soft and hard coaching method delivered through both external experts and system actors with three steps:

1. Let the teacher speaker first.
2. Point out what went well.
3. Point out what can be improved.



ODK Collect > AENN Basic Lesson 2.1		
Item	Yes	No
Did the teacher use the correct lesson plan?	<input type="radio"/>	<input type="radio"/>
Did the teacher follow and complete all activities in the lesson plan?	<input type="radio"/>	<input type="radio"/>
Were the correct learning resource available?	<input type="radio"/>	<input type="radio"/>
Did the teacher engage boys and girls equally?	<ul style="list-style-type: none"> <li>• Teacher engaged boys and girls equally</li> <li>• Teacher engaged boys more</li> <li>• Teacher engaged girls more</li> </ul>	

An example of the data collection platform for tablet-based coaching in NE Nigeria

### Tablet-Based Coaching

In Northeast Nigeria, where local educational institutional capacity has been damaged by protracted conflict, school support officers are supported by a tablet-based system that both collects monitoring data and provides guidelines for feedback through a directive coaching approach.

### Teacher Learning Circles

A teacher learning circle is a type of soft coaching in which a group of teachers opportunity to reflect and learn from each other's experiences in the classroom. Their meetings can be self- or administrator-led and:

- **Scripted** with preselected topics and specific activities
- **Structured** with preselected topics; or
- **Autonomous** with participants driving topics and activities

Coaching Prompt				
<b>Prompt:</b>	The teacher did not follow and complete all activities in the lesson plan.			
<b>Step 1: Ask</b>	"Look back at your lesson plan for today. Are there any activities that you missed? Why did you miss them?"			
<b>Step 2: Allow</b>	the teacher to discuss their answer.			
<b>Step 3: Say</b>	"All activities are included in the lesson for a reason. Of course, sometimes a teacher might need to adapt the lesson, or may run out of time because pupils need substantial feedback. However, most of the time, you should try to complete all activities. Let's talk about your next lesson plan."			