Quick Guide for Coaching Switch Conversations

Big Ideas	Listen & Receive	Ask & Build
Direct the Rider • Start with Why • Provide Clear Guidance • Find the Bright Spots	What's on your mind? And what else?	What's the real challenge here for you?
Motivate the Elephant • Be Optimistic • Create BHAG • Focus on Solutions	What do you want?	What exactly are you saying yes to?
Shape the Path • Start Small • Build Micro-Habits • Remove Speed Bumps	What was most useful for you?	How can I help?

Shrink the Change

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Switch Conversation: Direct the Rider

Start with Why	As a school, we have been discussing the importance of using Lesson Essential Questions as an Advance Organizer to frame the lesson's Learning Goals and facilitate learning. We explored in our last MicroPD support meeting that one of the purposes of using a Lesson Essential Question is for students to answer it in the Assignment.
Script the Critical Moves	Today we saw you conclude the lesson by referring back to the Essential Question. You asked, "Who can answer the Essential Question?" • What did you learn from students' answers to the Lesson Essential Question in your most recent lesson? • And what else? • What is the real challenge for you here? Did you collect evidence of the lesson learning goals from every student? Your PL team discussed that Assignments must require students to write their answers, as well as include essential vocabulary from the lesson. • How will writing change how students answer the Lesson Essential Question?
Find the Bright Spots	• How can you overcome the challenges you mentioned?

Switch Conversation: Motivate the Elephant

Create a BHAG	I agree with your new BHAG, that by adding writing, every student has the opportunity to answer the Lesson Essential Question, and also use important vocabulary from the lesson to support their thinking.
Frame the Why	Another thing to think about, the Assignment is the "I Do Alone" part of the lesson. So it is really important to think about the Assignment itself. Why are you giving this particular Assignment?

Focus on Solutions	• What do you want?
	   • What would your students be doing?
	   • What would you be doing?
	   • How would your students feel?
	   • How would you feel?
	• Is there something you need to say no to for this to happen?
	   • What else would be different?

Switch Conversation: Shape the Path

Build a Micro-Habit	I really like where you are going with your goal and next steps. But let's remember to start small. You referred back to the Lesson Essential Question at the conclusion of your lesson today. Which is a great first step! Now let's make sure that students answer the question in writing. To make it easier for students, create a clear prompt to give them that includes the Lesson Essential Question, the type of writing they are to do, and the product they are to create.
Remove Speed Bumps	• Is there anything I can do to help?
Focus on Small Wins	• What was most useful for you?