

Program Overview

Stepping into the role of an instructional coach is a rewarding but challenging journey. Coaching is distinct from teaching, and new coaches often face a steep learning curve as they master coaching principles, refine their skills, and learn how to guide teachers through the Impact Cycle. Without support, this can be overwhelming. With support, coaches thrive, and so do the teachers they serve.

Jim Knight's 1:1 Coaching for Coaches pairs instructional coaches with a certified ICG coach for weekly sessions that span a ten-week cycle, plus follow-ups. These sessions provide personalized guidance, feedback, and practice, helping coaches master both the knowledge and skills needed to succeed.

Program Highlights by Session

Week 1: The Impact Cycle – Coaches are introduced to the process, review pre-coaching and cycle checklists, and prepare to partner with a collaborating teacher.

Week 2: Getting a Clear Picture of Reality – Coaches learn how to surface an accurate understanding of classroom practice by gathering and interpreting data.

Week 3: Setting Student-Focused Goals – With support, coaches practice goal-setting conversations and apply the PEERS Goal Checklist to ensure goals are clear and measurable.

Week 4: Identifying Strategies – Coaches explore high-impact teaching strategies and learn how to partner with teachers to select and adapt the right approach.

Week 5: Learn Stage – Coaches refine skills for modeling strategies, using dialogical explanations, and ensuring teachers are fully prepared to try new practices.

Weeks 6–8: Improve Stage – Through video review, feedback, and guided reflection, coaches strengthen their ability to support teachers in refining strategies, adjusting goals, and using data to monitor progress.

Follow-Up Meetings (2 weeks and 2 months later) – Coaches revisit their future plan with their ICG mentor, problem-solve challenges, and continue building capacity for ongoing success.

Why Jim Knight's Coaching Model?

At its heart, coaching is about partnership. Real change happens when teachers feel respected, supported, and empowered to make decisions about their own practice. That's the foundation of the Impact Cycle.

Built on more than 25 years of research, this model provides a clear, proven process for professional growth. Coaches partner with teachers to:

- Gain a clear picture of current reality
- Set student-focused goals
- Identify and implement high-impact strategies
- Gather and review evidence of progress
- Make refinements until the goal is achieved

The Impact Cycle isn't about telling teachers what to do. It's about working alongside them, asking good questions, listening deeply, and providing the tools they need to succeed. When coaching is done this way, teachers grow, students learn more, and schools flourish.

Materials

Every "1:1 Impact Kit" includes (\$470 value)

- *The Definitive Guide to Instructional Coaching*
- *The Impact Cycle book and reflection guide*
- *High Impact Instruction Book*
- *Instructional Playbook Book*
- *Lifetime access to 2 Radical Learners courses*
High-Impact Teaching Strategies & Instructional Coaching: The First 90 Days
- *Instructional Coaching Planner PDF Download*
- *1:1 Impact Coaching Workbook*
10-week agenda, all the checklists and resources needed throughout the ten weeks, extra pages for note taking.
- *ICG folder with marketing collateral, Partnership Principles, BC Habits card.*
- *1 ICG Pen*
- *1 Decal*

Program Investment

The investment for Jim Knight's 1:1 Coaching for Coaches, is \$2,950 for one coach. For teams of 2-4 coaches, the investment is \$3,950 and includes one "1:1 Impact Kit" to support shared learning.

This structure makes it possible for schools to provide personalized support for a single coach or build the collective capacity of a small team while ensuring coaches are well equipped to guide teachers and positively impact student learning.

Program Directors

Program Overview

Effective coaching is one of the most powerful forms of professional learning, but its impact depends on how well it is implemented. This places coaching program directors in a pivotal role within schools today. Directors are responsible for planning, coaching, and evaluating coaches, ensuring they grow in their understanding of coaching principles, beliefs, skills, and cycles such as the Impact Cycle. They must also evaluate the program itself, identify the right data to measure impact, and establish systems for tracking results—all while often juggling additional responsibilities outside of coaching. It's no surprise that the role can feel overwhelming.

Program Highlights by Week

ICG's one-to-one coaching for directors is tailored to each leader's needs. Drawing from years of experience building successful programs around the world, ICG coaches partner with directors to:

- Identify and implement ICG tools for evaluating coaches and capturing program data
- Develop systems for organizing and using data effectively
- Plan and deliver professional development that strengthens coaches' skills and confidence

Directors meet with their ICG program coach as often as needed—whether for a single session or ongoing support. This flexible approach allows leaders to create a rhythm of reflection, problem-solving, and growth that fits their unique context. With personalized coaching available when it's most valuable, directors gain the clarity and confidence to build and lead programs that deliver unmistakably positive outcomes for students.

Why Partner with Jim Knight and The Instructional Coaching Group?

For more than 25 years, Jim Knight and the Instructional Coaching Group (ICG) have been at the forefront of research and practice in instructional coaching. Schools and districts around the world trust ICG because our work is both research-validated and field-tested in real classrooms.

When you partner with Jim Knight and ICG, you gain:

- **Proven frameworks** – The Impact Cycle and other ICG tools provide clear, practical pathways for professional growth.
- **Experienced coaches** – Certified ICG coaches bring global experience and deep expertise in building successful coaching programs.
- **Personalized support** – Coaching is tailored to the unique needs of teachers, coaches, and program directors.
- **Sustainable impact** – The focus is always on creating lasting improvements in instruction that lead to greater student learning and engagement.

At its core, ICG's work is built on a partnership philosophy—coaches and educators working with one another, not over one another. That's what makes the support both effective and empowering.

Program Investment

ICG's 1:1 Coaching for Program Directors is offered at \$400 per hour. Directors have the flexibility to book as many sessions as they need—whether it's a single conversation to address a pressing challenge or multiple sessions to build sustained momentum.

This pay-as-you-need structure ensures directors receive timely, personalized support while making the best use of their school's resources.

Program Directors Customizable Length

If booking 1 session, the "1:1 Impact Kit" includes:

- *The Definitive Guide to Instructional Coaching*

*Based on your needs, your ICG consultant may recommend additional books (purchased separately)

If booking 10 (+) sessions, the kit includes:

- *The Definitive Guide to Instructional Coaching*
- *Evaluating Instructional Coaching Book*
- *High Impact Instruction Book*
- *Instructional Playbook Book*
- *Data Rules Book*
- *Instructional Coaching Planner PDF Download*
- *1:1 Impact Coaching Workbook*
10-week agenda, all the checklists and resources needed throughout the ten weeks, extra pages for note taking.
- *ICG folder with marketing collateral, Partnership Principles, BC Habits card.*
- *1 ICG Pen*
- *1 Decal*

Program Overview

When schools don't have on-site coaches, teachers can still experience personalized growth through Jim Knight's 1:1 Impact Coaching. This program pairs teachers with certified Instructional Coaching Group (ICG) coaches who meet weekly to guide them through the research-validated Impact Cycle.

Each week, teachers and coaches work side by side to set goals, learn strategies, and measure progress:

Program Highlights by Session

Week 1: Partnership & The Impact Cycle – Teachers are introduced to the process, review pre-coaching checklists, and gain clarity on the partnership approach.

Week 2: Coaches help teachers analyze a recorded lesson to build a clear picture of reality.

Week 3: Student-Focused Goal – Together, teachers and coaches set a measurable engagement or achievement goal, identifying the student data that will track progress.

Week 4: Identify a Strategy – Teachers select a high-impact teaching strategy to reach their goal, drawing from proven resources such as the High-Impact Instruction Playbook.

Week 5: Learn – Coaches provide dialogical explanations, ensuring teachers feel prepared to implement their chosen strategy and gather classroom data.

Weeks 6-7: Improve – Teachers and coaches analyze student data, reflect on progress, and adapt strategies as needed to accelerate growth.

Week 8-9: Next Steps – Teachers reflect on progress, identify further adjustments, and create a plan for applying their new knowledge across their teaching practice.

Throughout the cycle, teachers gather and review student data, making evidence-based adjustments with the support of their coach until goals are met. This structured process not only strengthens instructional practice but also provides clear documentation of how teaching impacts student learning.

Why Jim Knight's Coaching Model?

At its heart, coaching is about partnership. Real change happens when teachers feel respected, supported, and empowered to make decisions about their own practice. That's the foundation of the Impact Cycle.

Built on more than 25 years of research, this model provides a clear, proven process for professional growth. Coaches partner with teachers to:

- Gain a clear picture of current reality
- Set student-focused goals
- Identify and implement high-impact strategies
- Gather and review evidence of progress
- Make refinements until the goal is achieved

The Impact Cycle isn't about telling teachers what to do. It's about working alongside them, asking good questions, listening deeply, and providing the tools they need to succeed. When coaching is done this way, teachers grow, students learn more, and schools flourish.

Teachers | 9 Weeks

Every "1:1 Impact Kit" includes (\$470 value)

- *The Definitive Guide to Instructional Coaching*
- *The Impact Cycle book and reflection guide*
- *High Impact Instruction Book*
- *Instructional Playbook Book*
- *Lifetime access to 2 Radical Learners courses*
High-Impact Teaching Strategies & Better Conversations
- *Instructional Coaching Planner PDF Download*
- *1:1 Impact Coaching Workbook*
10-week agenda, all the checklists and resources needed throughout the ten weeks, extra pages for note taking.
- *ICG folder with marketing collateral, Partnership Principles, BC Habits card.*
- *1 ICG Pen*
- *1 Decal*

Program Investment

1:1 Coaching for Teachers is a nine-week professional learning experience designed to spark meaningful growth in teaching and learning. For an investment of \$2,950, educators receive weekly one-to-one coaching sessions with a certified ICG coach, full access to research-based tools and strategies, and all program materials included.