



**Colorado Charter Schools
Annual Conference**
February 25-27, 2026
Denver Marriott Tech Center



ARE WE REALLY COACHING?

Moving Beyond Traditional Approaches



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ARE WE REALLY COACHING?

Moving Beyond Traditional Approaches

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February 27, 2026 | 1:30-2:30
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We make it our priority to **advocate** for high-quality public charter schools across Colorado.



Be a part of the action.





The Coaching Crossroads

Imagine a classroom where every student thrives.



Are we really Coaching?



Consultant

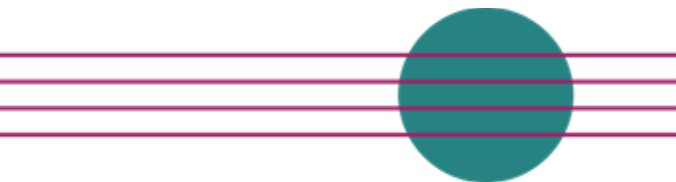
Show & Tell
Externally Assigned Goals

Mentor

Train & Counsel
Externally Assigned/
Mutually Determined Goals

Coach

Listen & Ask Questions
Educator Selected Goals



Beyond Advice: Empowering Discovery

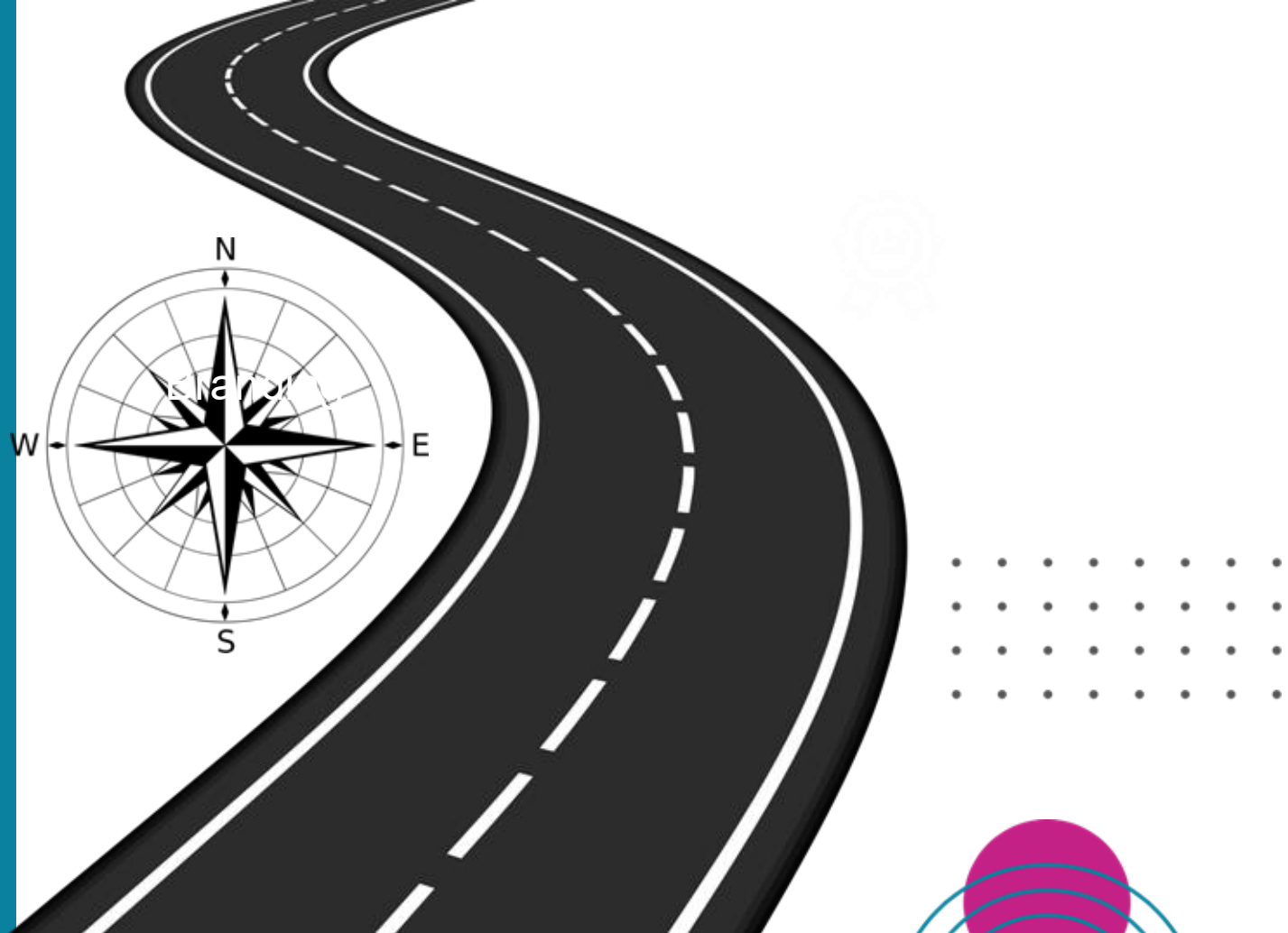
Are you truly coaching, or are you offering something else?

Transformative coaching delves deeper. It's about empowering educators to discover their own solutions, fostering self-awareness, and catalyzing lasting change. As you embark on this journey, continuously ask yourself: Am I creating space for discovery, or am I simply providing answers?

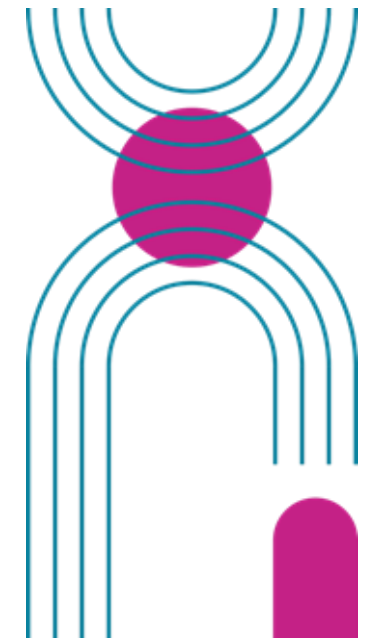
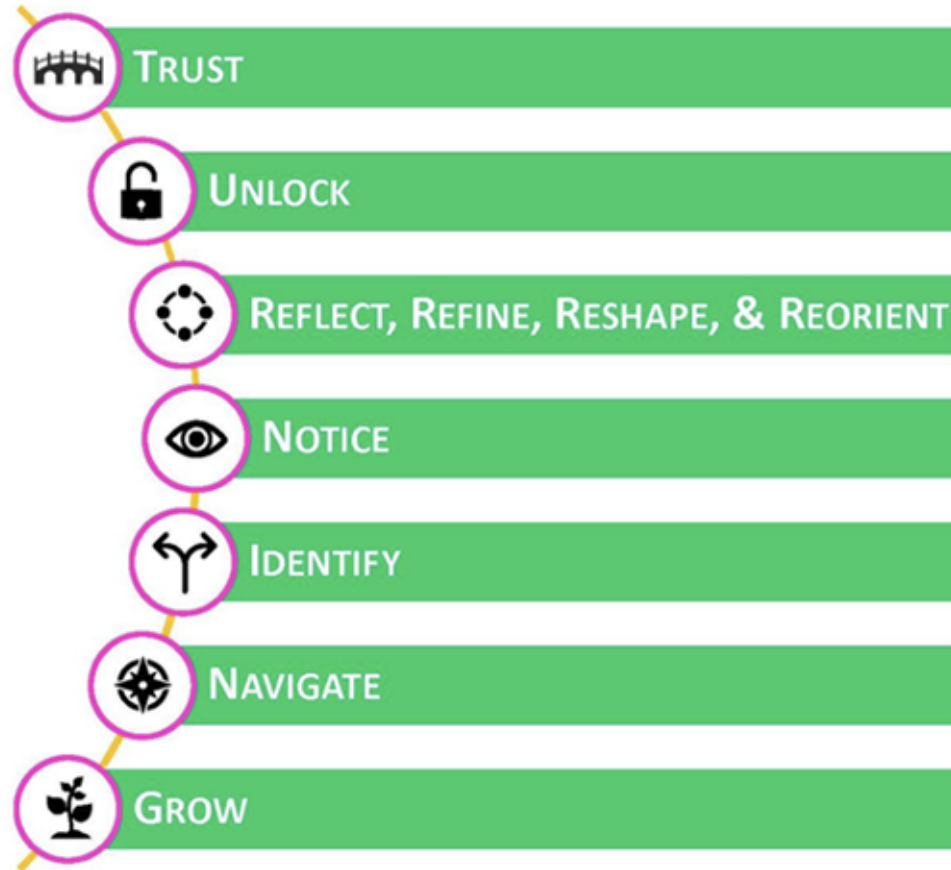


The Why?

Our journey began with a collective realization: despite years of teaching, leading, and consulting in education, we felt an underlying dissatisfaction... This transformative experience revealed that our previous approach was more akin to mentoring and consulting – offering solutions rather than empowering others to unlock their own potential. It became clear that we weren't making the deep, lasting impact we desired.

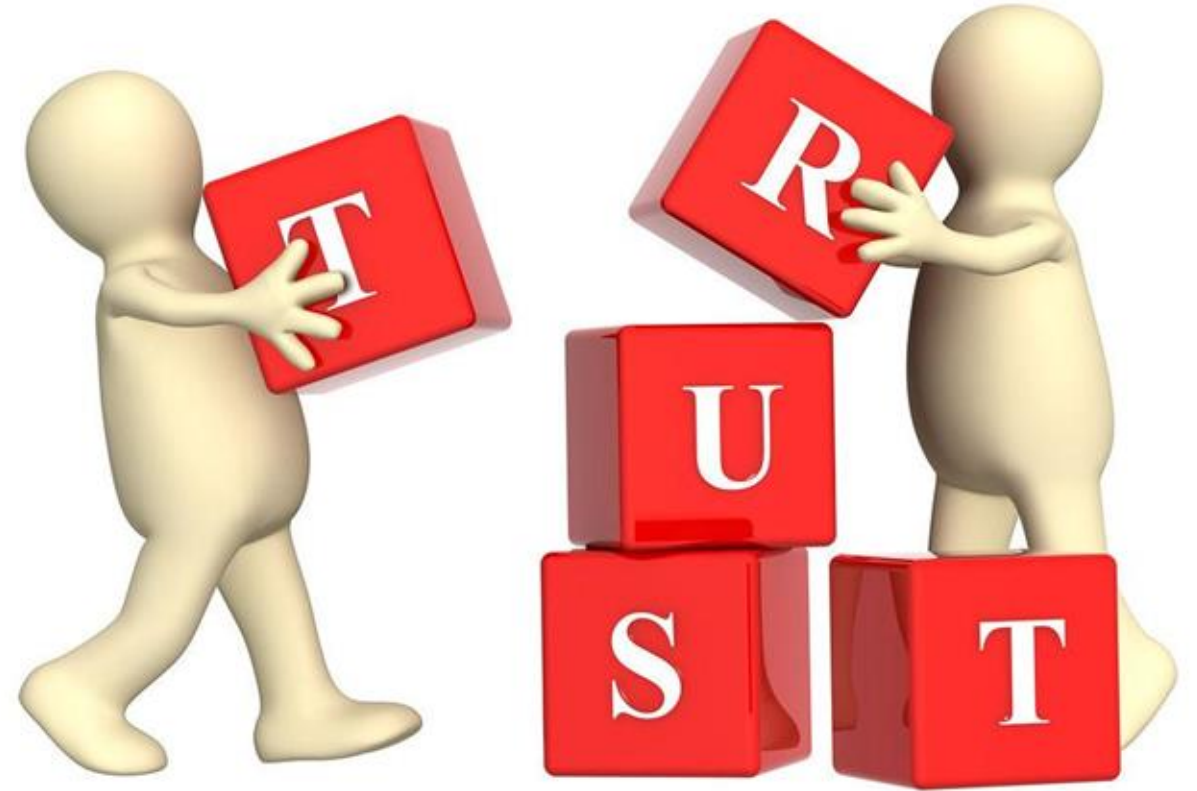


THE JOURNEY TO EFFECTIVE COACHING





In coaching, trust is the bedrock of progress, allowing for vulnerability and growth within a strictly professional boundary.



The Power of the Question: Unlocking Potential



Trust, established as the bedrock of our coaching relationships, empowers us to wield a powerful tool: skillful questioning. These 'just right' inquiries act as keys, unlocking educators' hidden potential. By guiding them beyond surface-level thinking, we enable them to explore their inner landscapes, revealing untapped strengths, unexamined beliefs, and new pathways for growth.





Crafting the “Just Right” Questions

Effective questioning is not a simple exchange of words; it's a carefully orchestrated journey, a narrative that guides the educator toward their own epiphanies.



- **What would success look like?**
- **What are your initial thoughts on how to approach this?**
- **What might be getting in the way?**



The Engine of Change: Reflect, Refine, Reshape, Reorient

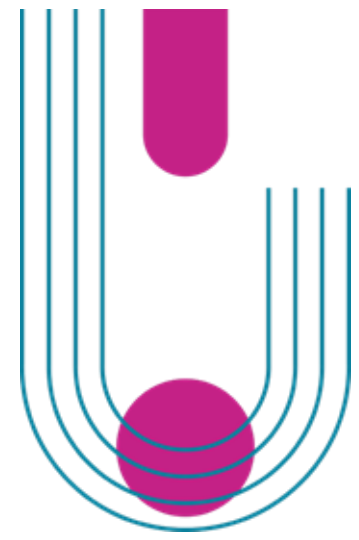
This dynamic cycle empowers educators to not just change what they do, but how they think and approach their practice

Reflect
Deeply examine their current practices, beliefs, and assumptions.

Refine
Moving from awareness to action.

Reorient
Creating intentionality

Reshape
Addressing underlying beliefs



The Cycle Continues: Fostering Ongoing Development

- **Notice:** Developing a heightened awareness of both progress and ongoing challenges in their practice.
- **Identify:** Pinpointing specific areas where further growth and improvement are needed or desired.
- **Navigate:** Guiding educators through obstacles, setbacks, and the complexities of implementing new strategies.
- **Grow:** Emphasizing the continuous nature of professional development and the integration of coaching insights into long-term practice.





Teacher



Coach

The Choice Point: Are You Really Coaching?



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Coach

Listen & Ask Questions
Educator Selected Goals





THANK YOU



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CEC National Network & Presence



Catalyst for Educational Change (CEC) is a nonprofit consulting agency solving complex problems in educational systems.

We use continuous improvement practices and deep collaboration to help educational systems build internal capacity, create better outcomes, communicate with leadership, and rethink our children's futures.



CATALYST FOR EDUCATIONAL CHANGE



**“
Your
feedback
helps us all
move forward
together**



**Colorado League of
Charter Schools**



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