

G&A Coaching and Organizational Development Projects

Content Coaching in K-8 Mathematics: Lesson modeling, video tape, site wide professional development, lesson study, and support to districts in developing math professional development programs.

Leadership Coaching & Strategies for Effective Organizations: Focused on building site leadership capacity, improving the efficiency & effectiveness of administrators, and developing a school-wide learning community that uses data, classroom observation and other strategies to improve the quality of instruction.

Classroom Management Support & School Climate Development: G&A used coaching & workshops to implement positive discipline strategies in the classroom, and through facilitated conversation built a school-wide shared commitment to creating an environment that builds morale and motivation.

School Site Coaching and Planning: In the last two years, the education team of G&A has been involved in more than 40 approved HPSG/II/USP and Comprehensive School Reform Demonstration Projects, in addition to providing coaching and support to a dozen schools. Working collaboratively with these schools, located in predominantly low-income urban areas, G&A helped schools identify areas of strengths and challenges and develop innovative and implementable strategies to improve student achievement. The process has been described as "empowering" with a "real sense of familiarity and caring" by teachers, as "do-able" by parents, and "respectful of school culture" by principals.

Professional Development Support Team: In 2002, G&A worked with Oakland Unified School District (OUSD) to design the Professional Development Support Team (PDST) project. OUSD wanted to provide its staff with the opportunity to meet collaboratively, to attend trainings, and to observe one another's classrooms without disrupting the school day. To address the problems associated with absences due to professional development activities, G&A worked in conjunction with OUSD's Human Resources and Substitute Office to develop a system for recruiting, tracking and processing substitute applications. G&A designed a program of recruitment, administration and training that increased the district's pool of substitutes and provided substitutes with training in curriculum and classroom management. Between September and November, the number of 2002 sub requests increased by over 250% (from 1328 in 2001 to 3447 in 2002). At the same time, the proportion of requests filled increased from 65% (2001) to 93% (2002).