

eGROWE Coaching Model

Overview & Benefits

Evidence-based coaching that produces results-driven growth!

The eGROWE Coaching Model is a time-tested, research-based coaching model that provides a reusable, scalable framework for professional and personal growth for educators. Building on the foundation of the widely used GROW model for coaching, the eGROWE Coaching Model has been repeatedly used to produce amazing growth for educators and their students in districts across the country. The true impact and differentiator of the eGROWE Coaching Model comes from its emphasis on documentation and evidence of growth, because **if it is not documented, it did not happen!**



3 Key Advantages

1 Personalized Growth with Standardized Coaching

Coaches and coachees follow a customizable coaching timeline with clearly defined growth benchmarks. This coaching timeline sequences growth on professional learning standards founded on local and state requirements and research-based best practices. The coaching timeline standardizes the coaching experience across the organization, while remaining customizable to each coachee's needs. During coaching, coachees are able to choose goals most relevant to their own professional learning objectives.

2 Sustainable, Systemic Coaching

From teachers to superintendents and every level between, the eGROWE Coaching Model provides a framework for growth that powerfully shapes the learning culture of a campus or an entire district. With the addition of e2L's collaborative, professional learning platform, [eGROWE COACH](#), detailed records of coaching efforts and their impact are well-documented and easily maintained with little additional effort on the part of the coaches or their coachees.

3 Proven, Repeatable Results

Because of its hyper focus on evidence of growth alignment to state learning standards and instructional best practices, the eGROWE Coaching Model continues to get amazing results for campuses and districts of all sizes and demographics. Increased student achievement, engagement, and attendance, paired with decreased discipline referrals and teacher turnover are just a few of the amazing results our partners have enjoyed after only one year of implementation with fidelity.

Average student growth for teachers receiving eGROWE Coaching*

*Average meeting state standard increases for students whose teachers received eGROWE Coaching from e2L coaches vs. their peers who were not coached.

+7.5%
+10% Grades 9-12
+5% Grades 6-8

94%
of Coachees
Grow

Growth is documented for coachee through completed growth indicators inside of eGROWE COACH.



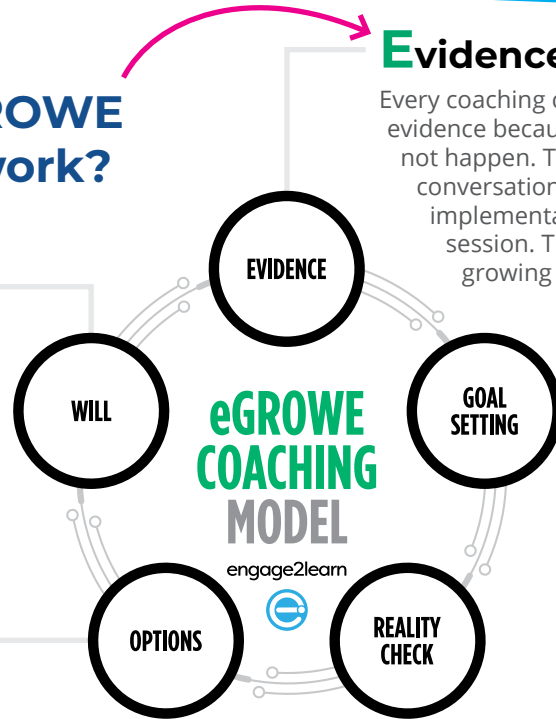
How does the eGROWE Coaching Model work?

Will

From the list of options for growth, the coachee commits to options which they “will” work before the next coaching conversation.

Options

Now that both the coach and coachee know where the coachee wants to go and where he or she currently stands, the coach will brainstorm a list of options which the coachee can complete and grow. These options serve as the guides for coachees as they grow toward their goals.



Evidence

Every coaching conversation starts and ends with evidence because if it is not documented, it did not happen. The coachee brings to their coaching conversation the evidence of growth and implementation completed since the last coaching session. This evidence shows that the coachee is growing and completing their next steps.

Goal Setting

During this part of the coaching conversation, the coachee chooses his or her standards of growth from a sequenced timeline of professional learning standards. Once selected, the coachee chooses the level of mastery they wish to achieve for their selected standard.

Reality Check

Once the goal is established, the coachee, with guidance from his or her coach, uses the growth standards’ rubric of growth indicators to self-assess their current level of mastery.

DID YOU KNOW?

The eGROWE Coaching Model is built on the GROW coaching method that is used by **Google & numerous Fortune 500 companies** across the country.

Why is eGROWE so effective?



Clear Standards

Having clear, state-aligned standards for growth means both the coach and coachee know exactly where to focus their attention and efforts. Knowing where to go is key to getting there.



Focus on Evidence

A coachee’s evidence of growth functions as their “proof” they are, in fact, growing. Without evidence, growth is subjective at best.



Rigorous Documentation & Recognition

With **eGROWE COACH**, coaches and coachees are able to produce detailed records of their coaching efforts and are able to appreciate and recognize growth through the system’s badges, endorsements, and bright spot nominations.



Ongoing, Job-Embedded Support

Continued support through multiple coaching touches is key to the success of coaching efforts, and the eGROWE Coaching Model is designed to allow coaching conversations to build on each other, creating a “snowball” effect for personal and professional growth.

