

Learning-Focused Supervision/Facilitation

- **Assumes that**
 - interns have varying levels of knowledge and competency
 - all educators (pre-service and in-service) continue to learn and grow
 - Facilitators focus more on assisting in the learning than on evaluation.
- **Requires Internship Facilitators and Cooperating Teachers to use a “Continuum of Interaction”**
 - Coaching
 - Collaborating
 - Consulting
 - Calibrating

Coaching

- Assumes interns and cooperating teachers have the resources to generate ideas.
- Internship Facilitator’s role is to take a nonjudgmental stance to facilitate problem solving and decision-making using questioning, paraphrasing and probing skills.
- Sample ‘coaching’ questions:
 - What are some of the options you are considering?
 - How did you decide on the option you chose?
 - What are some of the connections between theory/research and this situation?
 - How will you know you’ve been successful?
 - What have you learned from the situation that you will keep in mind in the future?

Collaborating

- Assumes interns and cooperating teachers have the resources to generate ideas and should contribute in a balanced way.
- Internship Facilitators assist interns and cooperating teachers in cogenerating plans, ideas, approaches, solutions and focus for inquiry as well as sharing and exchanging resources.
- Sample conversation starters/questions:
 - Let’s think about...

- Let's generate ideas...
- How might we know we were successful?

Consulting

- Assumes the intern needs more information and resources to generate ideas and plans.
- Internship Facilitators can assist Cooperating teachers in
 - offering information about the principles of effective learning and curriculum based on experience, theory and current literature.
 - offering examples and resources
- Internship Facilitators and Cooperating Teachers may clarify some success criteria for the intern as part of this interaction.
- Internship Facilitators and Cooperating Teachers move back and forth between consulting and collaborating.
- Sample conversation starters/questions:
 - It's important to ...
 - You will need to pay attention to...
 - You will know you are successful when...

Calibrating

- Assumes the intern is struggling to set goals, generate ideas and define plans .
- In this instance the Internship Facilitator supports the Cooperating Teacher in providing direct and explicit direction for the intern with respect to:
 - Defining a focus
 - Prescribing actions
 - Outlining indicators of success
 - Establishing time lines for completion
 - Stipulating the level of quality expected

Learner- Focused Supervision/Facilitation

- Assumes that the primary goal of all educators is to meet the learning needs of students

- In this model, supervision/facilitation of teacher learning focuses on observing students to understand if teaching is meeting students' learning needs.
- Imagine: How would using this approach influence your work with interns?