

A painting depicting a classroom scene. A teacher, a woman with dark hair, stands on the left, looking towards a group of students. The students are seated at desks, some looking towards the teacher. The room has green walls and a window in the background. The overall style is that of a classical or early modern painting.

CIA!

# *Coaching Integrated into Academics*

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*CIA* as you may know it: *G-Men* service known by everyone...

*Provider* of objective intelligence

*Collector* of data about places and topics

*Co-Ordinator* of data retrieval, collection

*Evaluator & disseminator* of data

*Collaborator* in decision-making



# A newly acronymic **CIA** for education

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C is for Coaching  
I is for Integration  
A is for Academe



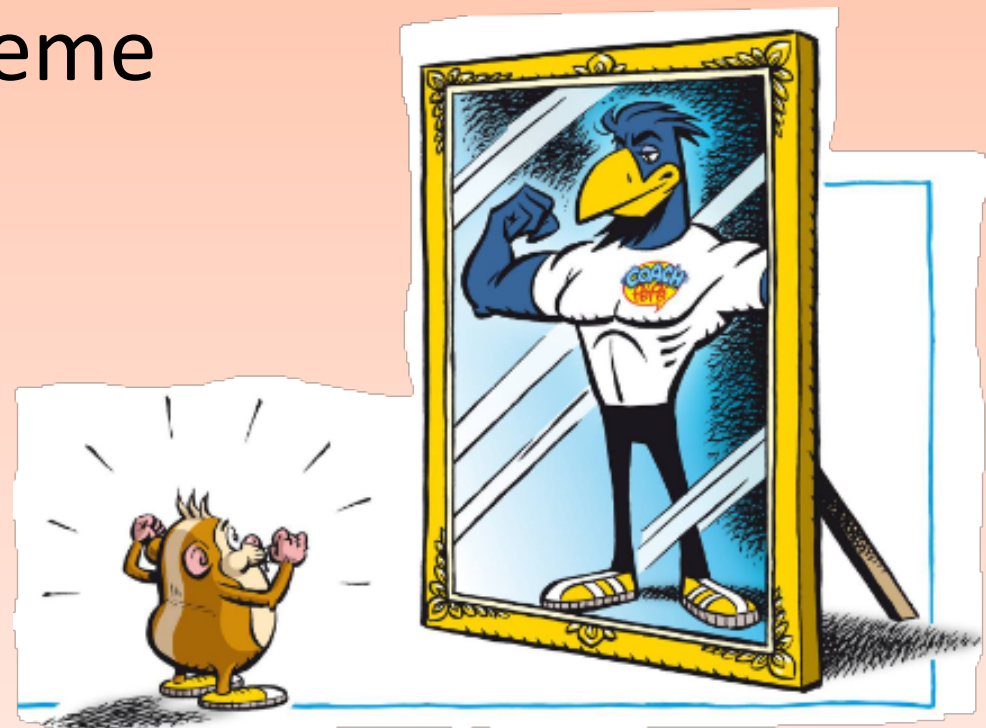
# *An alternative CIA: Something new in education*

*CIA* as an acronym – a pointy little name

*C* is for Coaching – anyone can be on the team

*I* is for Integration – “super” & “intra-”

*A* is for Academe



# CIA *four* ways:

*Defining* and specifying terms (Coaching, Integration, Academe)

*Exemplifying* those terms' meanings

*Discussing* processes to achieve them

*Proposing* shareable action plans



# CIA's C: Coaching

*What?* Specialized, strategic, individualized, customized, reassuring interaction...in “the academy”

*What not?* Not tutoring or mentoring or advising or quibbling

*Why* use it? It's free of cost & commitment, individualized, holistic

*Where?* Online, in an office

*When?* Weekly, fortnightly, day or night throughout a term

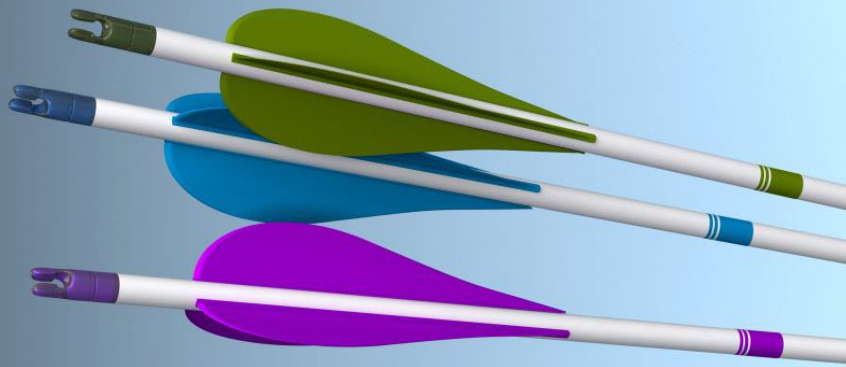
# “Coach” is not the same as...

*Mentor*, w/expertise & experience to share/pass on

*Adviser*, assigned to learner to offer oversight, advice, answers, , guidance

*Tutor*, selected by learner for specific subject help, study & test advice

*(Sports) trainer*, concerned with physical performance only



# Coaching is exemplified by being...

Super-disciplinary, developing skills  
useable in any/all fields

A soft skill, depending upon trust,  
alliance, credibility, engagement

Consistent, unvarying as disciplines  
might vary; dependable

Longitudinal, not fixed or term-limited

Integrable!





# Coaching C keeps-in-mind

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malleable

user-friendly

noting emotions, behaviors

beyond simply “study more” & “plan”



# CIA's I: *Integration* defined two ways: What is it?

*Super-disciplinary*: Time management, test anxiety, student life, soft skills  
(all is applicable to any/all disciplines; it is holistic)

*Intra-disciplinary*: Subject-matter stylistics, research, Qs and As  
(best applied to “think like...”; can scientists learn to write?)



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CIA's I: *Integration: Coach* 'em to think,  
reason, behave like a...

... mathematician

...historian

...scientist

...writer

...artist

*In doing such coaching, coaches/instructors will realize that “thinking, reasoning, behaving like a...” is super-disciplinary; it INTEGRATES thought*

# Integration exemplified: From “10 Ways to Think Math...”

Houston’s text shows how THINKING LIKE... is *super-disciplinary*:

Question everything

Don’t memorize; seek to understand

Write it all in real sentences, with subjects, verbs, etc

Ask about the converse (If  $A \rightarrow B$ , does  $B$  necessarily  $\rightarrow A$ ?)

Use contrapositives & observe

Consider extremes & prepare to be wrong

Create your own examples, options, alternatives

*Think!* How is what you are doing *here* going to be useful *elsewhere*?

# *CIA integrated*: Teachers learn to be academic coaches

*Coach-sulting* for co-creating: Coaches train in thinking/expertise; challenges

*Coach-structuring*: Coaches support understanding, learning retention, practice

Coaching can be performed in libraries, Academic Resource Centers (e.g. Harvard), study centers, success/skills centers, online

As an umbrella activity, it covers all areas of student life, from eating and sleeping to learning something

As an intra-disciplinary process, it helps learners to think outside their natural mental/behavioral boxes

# CIA's A: *Academe*

Using C and I in A: Defining *WHAT* and *HOW*

*WHAT?* well, there's math across the curriculum, writing across..., so....

*HOW?* COACHING across (super-) & within (intra-) the curriculum:

- Employ subject-matter experts who are also expert coaches
- Use online-available “lessons”, assignments, tasks, and “flip”
- Follow up “flipping” in person/via Zoom w/customized Q & A
- Practice learning Q-asking and what counts as a good Q
- Practice listening for the fitting response

# *Achieving academic coaching action plans: Who's gone before*

Kansas State(KSU): [nacada.ksu.edu](http://nacada.ksu.edu)

Opening q's, Deep dives into goals, Encouraging action

Wayne State University: Coaching, advising, and metacognition

Stanford U: Humanities Research Intensive: Contextualize

U of Minnesota: Ctr for Applied Research & Ed: Listen, empower

U Colorado Boulder: CADRE (Ctr for Assmnt, Design, Research, Eval)

Andrews U: Analyze, synthesize, read, write

Chronicle of HE: Build from grassroots, re-think, meet needs

Innovative Educators: Free Webinars

# CIA: How? KSU four ways to achieve & share good CIA

(Remember: Coaching is academic comfort food. Make it taste good!)

*Start* sessions with Qs that show curiosity...

e.g. What do you mean when you say..? Tell me more?

*Dive* deeper to explore student's goals...now, in 2, 5, 10 years...?

*Encourage* action: What challenges does student expect/face/fear?

*Think together* about next steps & accountability





# Coaching shareable “models”: Business can meet academe

GROW: Goal, Reality, Options, Will

FUEL: Frame, Understand now, Explore the wants, Lay out plan

OSKAR: Outcome, Scale, Know-how, Affirming, Review

CLEAR: Contract, Listen, Explore, Act, Review

STEPPPA: Subject, Target, Emotions, Perceptions, Plan, Pace, Action



# Shareable action plans: Example from Vermont

“Coaching is highly targeted professional learning”

Coaching has a three-part “cycle”:

*Identify* (collaboration to set, define, strategize to achieve goal)

*Learn* (research, explain, model, co-plan,

*Improve* (implement, co-observe, -examine, -assess)



# *Coaching* the coaches, the teachers, the students

“keeps in mind”: Be sure that everyone (coaches, teachers, S’s) ....

....*Uses* check lists

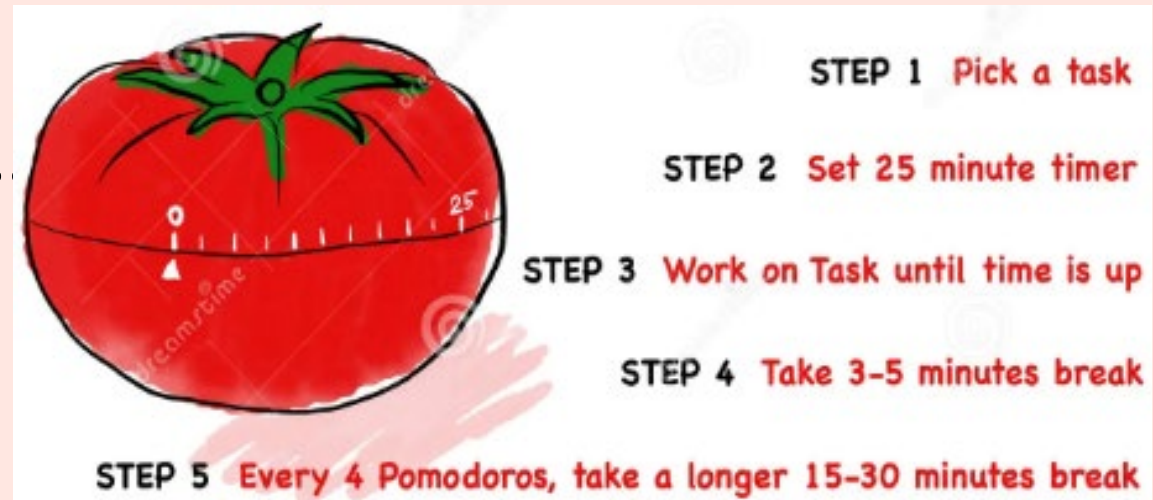
....*Plans* everything, large and small

....*Sets* time limits (check out the Pomodoro Method!)

....*Deploys* self control/self monitoring—thinking things through

....*Focuses* on how to continue

....*Adapts* thinking to whatever....



# CIA *three, two, one*: Think agency, everyone!

Keep in mind: Educators are agents  
of coachable, integrated, academic excitement; what one learns  
can be simultaneously specific and holistic

## **WHAT ARE.....**

**Three** important points YOU have discovered here today?

**Two** ways that YOU can apply what you have found out?

**One** thing or more that YOU might want to study more or to share

