Position Proposal: Lasallian Instructional Coach

Angela Christman
St. Patrick High School, Chicago
John Johnston Institute, Cohort 5

Executive Summary

Key Insights and Proposals for Coaching

Contemporary Opportunity

Lasallian schools stand at a pivotal moment in Catholic education. As public school systems face increasing instability, teacher burnout, and community fragmentation, families are actively seeking educational environments rooted in academic excellence, moral clarity, and authentic community.

Lasallian Commitment

At the same time, Lasallian schools increasingly rely on lay educators who may enter the profession with diverse backgrounds and varying levels of pedagogical training. If Lasallian ministries are to remain strong, sustainable, and mission-aligned, teacher formation must be structured, intentional, and ongoing.

Measurable Impact

This proposal recommends the creation of a Lasallian Instructional Coach — a non-evaluative, veteran-teacher-led role that integrates instructional coaching with Lasallian mission formation. This position strengthens teachers, improves student outcomes, deepens mission fidelity, and enhances long-term sustainability and enrollment growth.

What Is Instructional Coaching?

Instructional coaching is a partnership-based, job-embedded professional learning model designed to improve teaching practice and student outcomes through structured reflection and growth.

- Rooted in the Identify → Learn → Improve cycle, instructional coaching:
- Identifies meaningful student-centered goals
- Explores research-based instructional strategies
- Implements and refines practices through reflection

Coaching is not evaluation.

It is not supervision.

It is not compliance monitoring.

Key Principles Behind the Cycle
- Partnership approach (equality, voice, choice)
- Focus on student outcomes
- Data-driven decision making
- Ongoing reflection and refinement

In short, the Impact Cycle is not a one-time event—it's a continuous loop of goal-setting, learning, and improvement centered on real classroom needs.

Why Lasallian Schools Need Instructional Coaching

In the Lasallian tradition, TEACHING IS MINISTRY

Catholic schools often operate with:

- Flexible certification requirements
- Diverse teacher backgrounds
- Limited professional development infrastructure
-Lower salary scales

Lasallian schools frequently hire:

- Subject-matter experts without formal pedagogical training
- Early-career teachers drawn to mission or who may not yet have secured employment in competitive public districts that prioritize experienced candidates
- Professionals transitioning from other industries

This reality presents an opportunity.

Instructional coaching ensures Lasallian schools deliver:

- Consistent instructional quality
- Strong classroom culture
- Faith-integrated learning
- Visible academic rigor

This strengthens enrollment reputation and long-term sustainability.

Pedagogy, defined

How would you define pedagogy?

Declaration

"A relationship that privileges 'going with' and 'next to' in autonomy and ongoing care"

Lasallian pedagogy in dialogue with today's world

"Interactive dialogue requires a time and space that favour sharing and mutual learning....the educator also learns, constructs and reconstructs him/herself in the world"

Lasallian service of education

"Spirit of mutual help, cooperation and support. Such an atmosphere facilitates acceptance and inclusion"

Lasallian Pedagogy is....

Pedagogy of prevention which includes initial conversations with parents, daily routines, organization, strong relationships, sound learning processes, the watchful presence of teachers, and educator competence through professional development.

(From Theory to Practice MEL 56)

Coaching & Charism

Shared Foundational Commitments

INSTRUCTIONAL COACHING

Partnership

Student-centered goals

Reflection

Continuous improvement

Formation

LASALLIAN CHARISM

Association

Dignity of the Learner

Living in the Presence

Zeal

Human & Christian Development

An Invitation: Calling All Who Are Called.....

Rather than competing solely for already-polished educators, Lasallian schools can become destinations for teacher formation.

We shoud be RECRUTING NEW TEACHERS (first year, career changers, vocation seekers) rather then SETTLING FOR NEW TEACHERS. It's time to change the narrative.

MESSAGE: IF YOU WANT TO SERVE, WE WILL TEACH YOU HOW TO BE A GOOD TEACHER

Implementation Models

Exploring Effective Coaching Strategies

Fusion Model (Recommended)

Full-time position integrating Animator (mission formation) and Instructional Coach responsibilities.

- Highest mission integration
- Strongest cultural impact
- Requires full-time salary

Hybrid Teacher–Coach

Part-time teaching, part-time coaching.

- Financially accessible
- Good pilot model
- Limited bandwidth

District-Level Coach

Shared among multiple schools.

- Cost-sharing structure
- Cross-school consistency
- Less relational depth

Value Multiplier

Expanded Role and Strategic Impact

The Lasallian Instructional Coach may also support:

-New Teacher Orientation
-Substitute Training
-Faculty mentoring programs
-Retreat facilitation / chaperone
-Formation tracking
-Professional development workshops
-License renewal monitoring
- Teacher appreciation initiatives
- Team-building events
- Representation at district/national conferences
-Classroom interventions (behavioral and academic)
-Emergency substitute coverage

These additional responsibilities:

- Strengthen community
- Increase cost-effectiveness
- Reduce administrative burden
- Enhance retention
- Reinforce mission visibility

The position becomes not an added expense, but a consolidation of mission-critical functions.

The Lasallian Instructional Coach:

- Strengthens instructional quality
- Deepens mission integration
- Supports teacher retention
- Improves student outcomes
- Enhances enrollment credibility
- Sustains charism in a lay-led era
- Consolidates formation functions
- Distributes leadership responsibly

This role represents a strategic investment in excellence, formation, and sustainability.

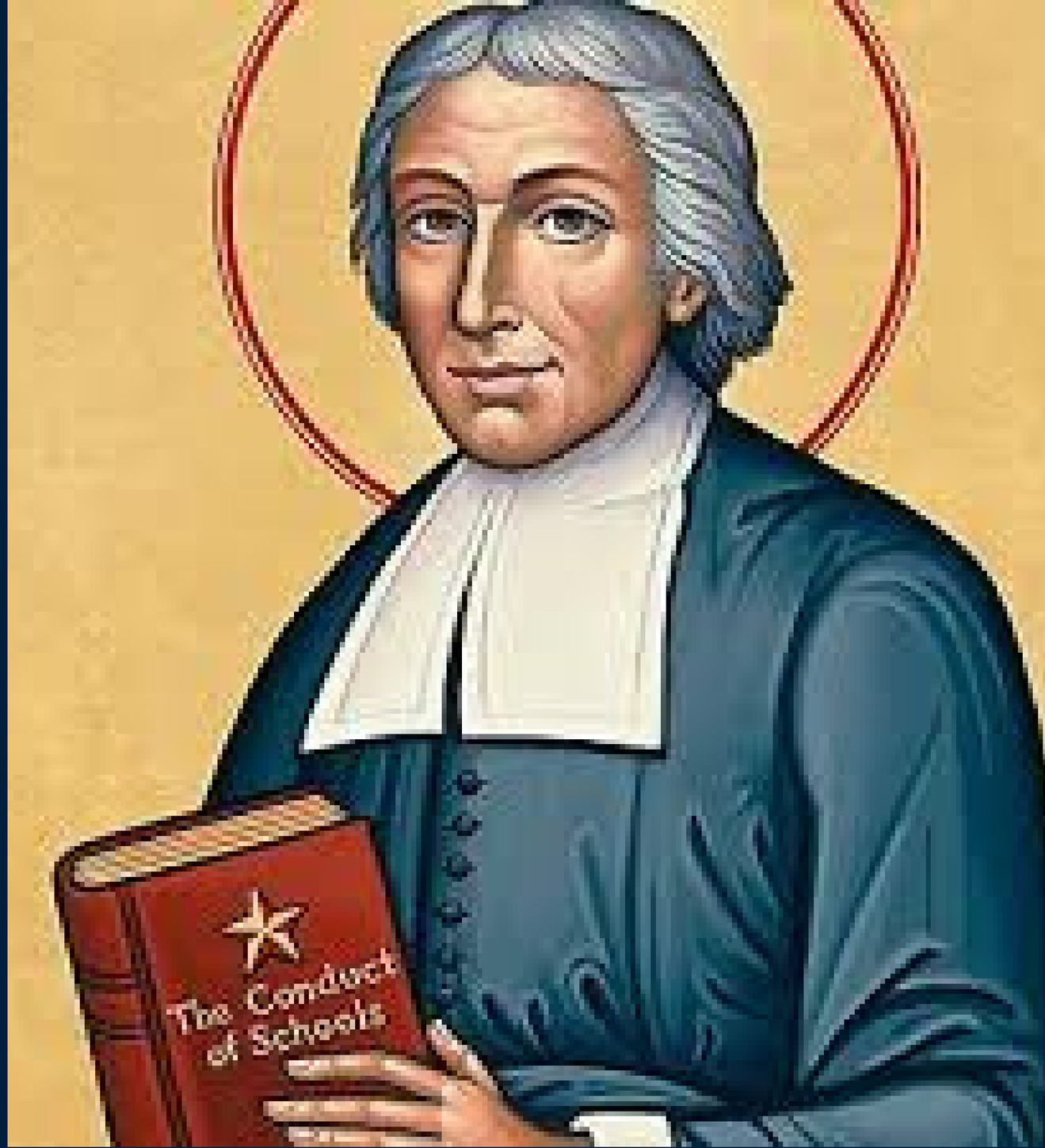
The Founder's Voice

“To touch the hearts of your students is the greatest miracle you can perform.”

“Reflect often on what you are doing, so that you may do it better.”

“Your zeal must go so far that you are willing to give something of yourself.”

“Make it your principal aim to instruct them well.”



Mission Impact 2025

Teaching as a Sacred Calling

Where Ministry Lives

"When we speak of "the classroom as an altar".....we're naming what happens when teachers show up fully present to their students; when learning becomes an act of faith, when education stops being transaction and becomes vocation."

Where Ministry Becomes Sacred Space

"In the Lasallian community, every setting becomes sacred through presence, listening, and teaching by example. When Brothers gather, they model what all educators seek: communities where celebration and serious discernment coexist, where service is honored and where engagement draws everyone more fully into life."

The Gift of Confidence

"When De La Salle was ready to abandon everything, Sister Louise of Parmenie gave him the faith, counsel and confidence to persevere - ensuring the Christian Brothers would survive."

In a similar way, instructional coaches provide these gifts to teachers in need of support to persevere and advance the mission.

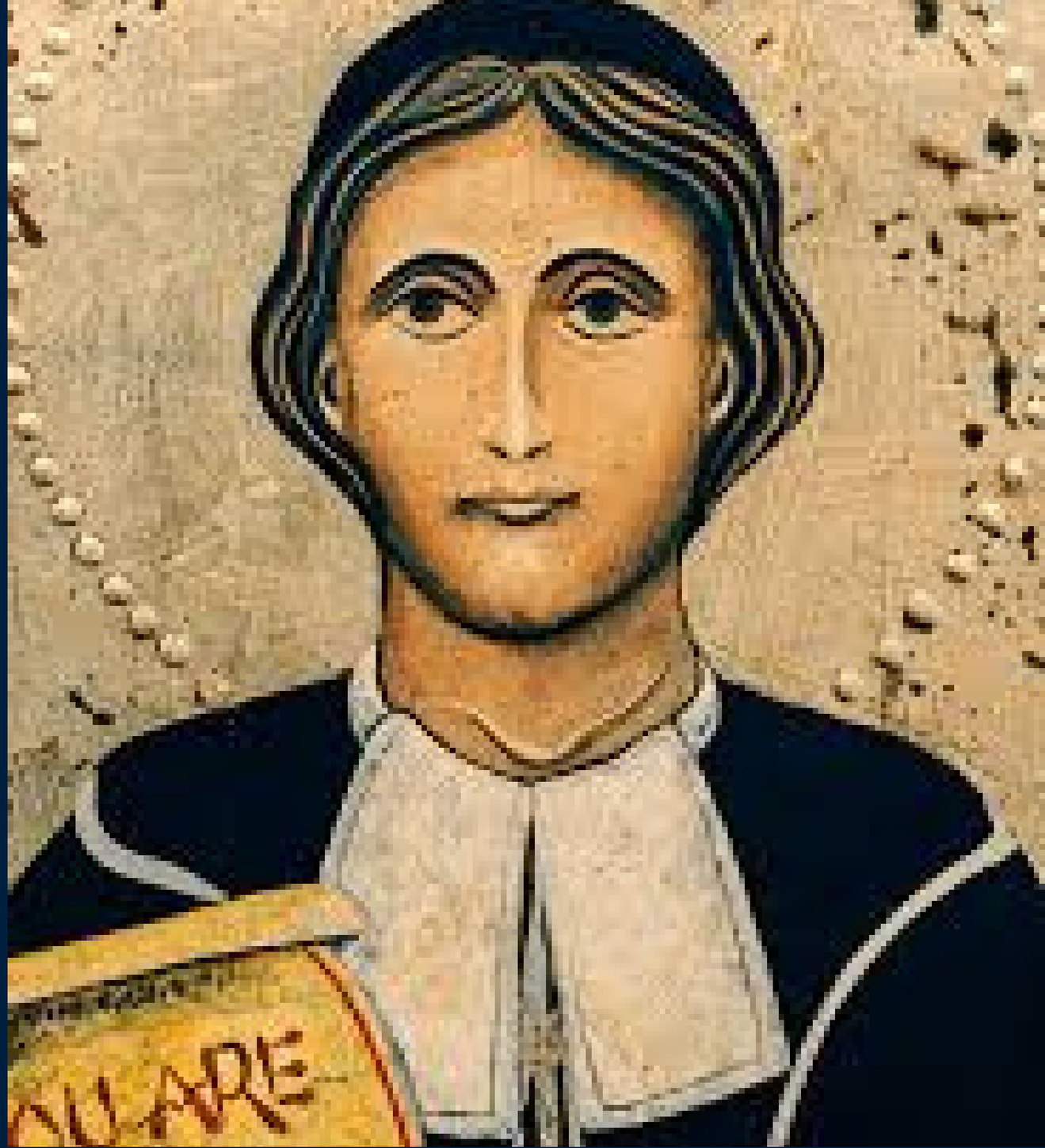
"A good coach can change a game. A great coach can change a life."

- John Wooden, legendary UCLA coach

“The OG”

St. John Baptist de la Salle created structures for teachers to learn together and improve their craft, today’s coach carries that mission forward—walking alongside educators as partners in growth. In this way, instructional coaching is not just a support model, but a continuation of a Lasallian tradition: forming educators who are thoughtful, responsive, and committed to making a lasting difference in the lives of their students.

THE FOUNDER WAS NOT A CLASSROOM TEACHER..... HE WAS AN INSTRUCTIONAL COACH!



Sample Coaching Resume

Angela Christman

- 20 + years classroom experience (Catholic, Lasallian / Chicago Public Schools / District 211 / Early Childhood)
- Lasallian Animator (5 years) - St. Patrick High School
- New Teacher Training Coordinator (3 years) - St. Patrick High School
- Mentor Program Coordinator (2 years CPS / 3 years SPHS)
- Coordinating Teacher for 5 successful student teachers
- John Johnston Institute Program Completion (2026, Cohort 5)
- Instructional Coach Certification (Bureau of Education & Research: Maximizing Effectiveness as an Instructional Coach)
- Instructional Coach Training (Bureau of Education & Research: Leveraging AI for Powerful Instructional Coaching)
- Presenter - Lasallian New Teacher Orientation (Chicago area, October 2025)
- Presenter - Huether 2025 “The Teacher Toolkit”
- Huether 2025 Planning Committee / Organizer - First-Time Attendee Orientation Breakfast

“If some of you have not perfectly attained the virtues of a good teacher, we hope that you will in the future. Stir yourselves up in a new fervor in acquring them and posess them. This is the right way to make our Institute flourish more and more vigoriously to procure all the more glory to God and make more effective the education we are giving to the young.“

- Br. Agathon, FSC in 1875