



Even the Best Teachers Can **Grow with a Coach**

ACTION STEPS TO HELP EXPERIENCED EDUCATORS ADVANCE, LEAD, AND STAY.

The strongest teachers often receive the least coaching. But great teachers don't stop growing.

When you invest in coaching for your most accomplished teachers you'll strengthen instruction, improve job satisfaction, and build a strong leadership pipeline. *Use these action steps to ensure coaching is a powerful growth tool for your strongest educators.*

Redefine What Coaching Means

Many experienced teachers assume coaching isn't meant for them. Veteran teachers may see it as remediation rather than professional growth. High-performing districts shift that perception so coaching becomes an investment in mastery.

Action Step



Audit how coaching is communicated across your district.

Make sure language reflects:

- ✓ Refining practice
- ✓ Expanding expertise
- ✓ Preparing for leadership

When coaching is framed as professional growth, experienced teachers lean in.

Design Coaching for High-Performing Teachers

Experienced educators benefit from a different coaching structure than early-career teachers. Instead of focusing on foundational instructional skills, coaching can center on long-term goals, innovation, and leadership development.

Action Step



Create an *Advanced Teacher Track* in which educators can pursue goals such as:

- ✓ Preparing for certification or advanced degrees
- ✓ Exploring instructional leadership
- ✓ Developing expertise in specific strategies or content areas
- ✓ Mentoring new teachers

This transforms coaching from a support tool into a career development pathway.

Turn Experience into Collective Learning

Veteran teachers hold a tremendous amount of instructional expertise, but too often it stays inside individual classrooms. When experienced educators share their practice, the entire school benefits.

Action Step



Create opportunities for experienced teachers to support their peers through:

- ✓ Lab Classrooms or observation cycles
- ✓ Peer coaching
- ✓ Co-teaching opportunities
- ✓ Leading professional learning

Coaching can also help veteran teachers develop adult learning and facilitation skills, preparing them for mentorship or leadership roles.

Make Growth Visible

As teachers become more experienced, their growth can be harder to track. Small improvements in questioning strategies, student engagement, or classroom culture often go undocumented when coaching happens informally. Clear records help keep coaching momentum.

Action Step



Create systems or utilize a software platform to capture:

- ✓ Coaching conversations
- ✓ Evidence of instructional practice
- ✓ Action steps between sessions
- ✓ Progress toward professional goals

When growth is visible, coaching becomes more motivating and meaningful.

The Right Coaching Platform Makes All the Difference

Help great teachers keep getting better.

Grow from Level Data gives districts the infrastructure to make coaching visible, consistent, and measurable.

Take a self-guided tour of Grow to see how districts use Grow to strengthen instruction, improve retention, and build leadership pipelines.

