

Art Costa and Robert Garmston's

# Cognitive Coaching

## Foundation Training Seminar

### MELBOURNE, VIC

**DAYS 1 & 2** Thursday 7 & Friday 8 August 2014

**DAYS 3 & 4** Monday 1 & Tuesday 2 September 2014

**DAYS 5 & 6** Wednesday 15 & Thursday 16 October 2014

**DAYS 7 & 8** Thursday 27 & Friday 28 November 2014

*"A philosophy that is capable of transforming personal practice and also has the capacity of causing a systemic shift in the delivery of education in Australia."*

Foundation Training Participant

### What is Cognitive Coaching?

Cognitive Coaching is a model that requires the coach to be non-judgemental, to encourage reflective practice and to guide another person to self-directed learning. To encourage reflection, Cognitive Coaching focuses on a teacher's thinking, perceptions, beliefs and assumptions, and how these affect one's practices. A cognitive coach collects data and learns to pose questions to engage the teacher in reflective thinking. According to Costa and Garmston, a cognitive coach "...uses tools of reflective questioning, pausing, paraphrasing, and probing for specificity".

A cognitive coach helps another person "to develop expertise in planning, reflecting, problem-solving, and decision-making". It is a reciprocal learning process between both individuals. A good cognitive coach must be able to work effectively with different personality types, different learning styles, different philosophies and different stages of a teacher's development.

The foundation training enables participants to work more successfully with teachers in coaching the thinking processes that lead to enhanced performance of their teaching practice.

#### During the eight-day training participants will:

- build trust by developing physical and verbal rapport
- facilitate thinking through questioning and develop greater precision in language
- develop a person's autonomy and sense of community by increasing their sense of efficacy and self-awareness
- distinguish between coaching and evaluation
- rehearse coaching interactions that are congruent with a variety of styles
- apply coaching skills which enhance the intellectual process

### Research on Cognitive Coaching

#### Nine outcomes

1. Cognitive Coaching was linked with increased test scores and other benefits for students in the USA
2. Increased teacher efficacy
3. Cognitive Coaching impacted teacher thinking, causing them to be more reflective and to think in more complex ways
4. Teachers were more satisfied with their positions and with their choice of teaching as a profession
5. School cultures became more professional
6. Increased collaboration between staff
7. Cognitive Coaching assisted teachers professionally
8. Cognitive Coaching assisted teachers personally
9. Cognitive Coaching benefited people in fields other than teaching

### Cognitive Coaching in Australia

Cognitive Coaching Foundation Training Seminars have been run in Australia since 2006 in all systems and states across Australia. Gavin Grift is a lead trainer of Cognitive Coaching in Australia and holds the position of International Outreach Manager of Thinking Collaboratively, which is the home of both Cognitive Coaching (Costa, Garmston) and Adaptive Schools (Garmston, Wellman).



**Hawker Brownlow**  
Professional Learning Solutions



[www.hbpls.com.au](http://www.hbpls.com.au)



03 8558 2400



03 8558 2456

## Meet the Trainer

**Gavin Grift** is currently Director of Professional Learning for Hawker Brownlow Professional Learning Solutions. With experience as a teacher, assistant principal and educational coach, Gavin connects with audiences on topics ranging from Cognitive Coaching and quality teacher practice to professional learning communities, collaboration and learning-centred leadership. Gavin is an author of numerous articles and books including *Assessing the Whole Child* (2007) and *Teachers as Architects of Learning* (2013). Gavin has led the establishment of the Professional Learning Communities Network to numerous Australian Schools.



### VENUE

**Time:** 9:00am – 4:00pm

**Venue:** Milanos, 4 The Esplanade, Brighton, VIC

### RATE

**\$2400 (inc GST) per person\***

(this is for ALL 8 Days of training)

**\*Includes: Cognitive Coaching Foundation Training:  
Learning Guide**

### DATES

**Days 1 & 2:** Thurs 7 & Fri 8 August 2014

**Days 3 & 4:** Mon 1 & Tues 2 September 2014

**Days 5 & 6:** Wed 15 & Thurs 16 October 2014

**Days 7 & 8:** Thurs 27 & Fri 28 November 2014

### METHOD OF PAYMENT:

#### INVOICE

Please Invoice School/Institution (Official purchase order must be supplied)

Purchase Order Number: \_\_\_\_\_

#### CREDIT CARD

School/Organisation Credit Card  Personal Credit Card

Visa  Mastercard  Amex (4% Surcharge)

Card Number:

Amount: \$ \_\_\_\_\_ Expiry Date: \_\_\_\_\_ Signature: \_\_\_\_\_

#### CHEQUE

Cheque – Please make cheque payable to Hawker Brownlow Professional Learning Solutions

### SCHOOL / ORGANISATION

School/Institution: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

State: \_\_\_\_\_ Postcode: \_\_\_\_\_

Phone B.H. (\_\_\_\_) \_\_\_\_\_

Fax: (\_\_\_\_) \_\_\_\_\_

**Email Address for Invoice:** \_\_\_\_\_  
\_\_\_\_\_

### REGISTRANT

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

Dietary Requirements: \_\_\_\_\_

**Haven't received a confirmation email?**

If you haven't received one you aren't registered.

**Check your registration with us!**



FL1284

P.O. Box 580, Moorabbin, VIC 3189

**Fax:** + 61 3 8558 2400 or 1800 150 445 • **Email:** info@hbpls.com.au  
**Ph:** + 61 3 8558 2456 • **W:** www.hbpls.com.au • **ABN:** 74 140 155 111