

Developing Self-Sufficient Teenagers Through Academic Coaching

Susan H. Biggs, Ed.D.
Director of the Learning Center
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Flint Hill School

Today's Teenagers



93%	67%
76%	55%
86%	63%

What is Academic Coaching?

Goal: increasing self-awareness and personal empowerment



How does it work?



Active Listening & Powerful Questions to:

- Envision goals
- Identify obstacles
- Initiate action steps
- Hold self accountable



How does it work?



What are the basic components?

G: Set goals (weekly and quarterly)

R: Reflect on status since last meeting

O: Overview...what's coming up?

W: Work your plan

What is active listening?

- **Encourage** self-expression
- **Listen** for the student's agenda
- **Notice** non-verbal messages
- **Summarize** and **Paraphrase** for clarity
- **Allow** venting without judgement



What are powerful questions?

- Open ended
- Non-judgmental
- Not problem solving
- Not planning a response
- Not giving advice



Instead of...

Yes/No

- Are you...
- Did you...
- Have you...
- Will you...

Why didn't you?
Why was it late?

- What strategy did you try?
- What could you do now?
- What got in your way?

Sample Questions

What are some possible solutions?

What would you do differently next time?

What have you tried so far?

How do you think you're going to approach that task?

What is your back up plan?

How are you going to remember to do that?

How will you know if you are making progress?

Let's try it!

1. **“Student”** shares a problem she/he wants to solve (a real problem)
1. **“Coach”** listens actively and asks powerful questions
1. **“Observer”** listens and offers reflections to the coach



Spring
2012

2012-13

2013-14

2014-15

Spring 2014 &
Spring 2017

Spring
2018



**Upper
School**

**Year of
Planning**

**Upper
School**

**Middle
School**

**Upper
School**

**Middle
School**

Pilot with
one student

1. Redesign study halls
2. Find funding for training
3. Leadership Team approval

Coaching starts in the Upper School Learning Center

Coaching starts in the Middle School Learning Center (grades 7 & 8)

Training for all advisors

Training for all advisors



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What might be **your** first steps?

- Read a book on coaching
- Take an online coaching course
- Try a pilot
- Incorporate coaching language
- Visit Flint Hill School
- Start an interest group



Resources for more information

- International Coaching Federation www.coachfederation.org
- JST Coaching and Training www.jstcoaching.com
- *Empowering Youth with AD/HD* by Jodi Sleeper-Triplett
- *The Coaching Habit* by Michael Bungay Stanier
- *Change Your Questions, Change Your Life* by Marilee Adams
- *Becoming Self-Determined: Creating Thoughtful Learners in a Standards-Driven, Admissions-Frenzied Culture* edited by Sharon Field and David Parker

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