



## Intervisitation A Coaches Collaborative Inquiry

*Developed by Paula Evans, Modified by Alan Dichter and Nancy Mohr, January 2002.*

### **Goal**

The goal of the Intervisitation is to ensure that participants have an opportunity to reflect on their work as coaches, gaining insight into their own strengths and challenges through the process of observation and feedback.

### **Process**

Participants work in groups of 3-4, each member having both an opportunity to visit and be a host. In each role participants focus on their own leadership questions, while at the same time sharing observations which might be useful to the other.

### **In Preparation**

Each participant spends some time thinking about one dimension of their individual coaching practice they would like to explore/think about/learn about. Questions to pursue in writing (about 1-2 pages):

- What do I want to explore/think about/learn about my own coaching practice?
- To what attribute/component might this connect with?
- What would I look for that would help answer my question?
- What would evidence look like?
- As a visitor, what am I most interested in seeing that will assist me with my development?
- As the host, what do I want my visitors to observe so that I might get feedback that can assist me with my work?

### **The Visit**

Participants should set aside approximately 45 minutes at the beginning of each visit to:

- Establish/review norms established for the Intervisitation (make additions if necessary)
- Exchange written responses (see questions above).
- Take turns (approx. 15 minutes each) to ask clarifying and probing questions (see guide to probing questions) to reach a better understanding of each other's issues/interests.
- Each participant restates their framing coaching question for the day

*During the day each participant should make sure to jot down notes/thoughts/questions with regularity. At a minimum, as you move from one situation to the next, note your thinking.*

At the end of the day the group should reserve approximately 45-60 minutes to debrief the day, again taking turns and focusing on the following questions.

- How did the visit inform my question about coaching?
- How did the visit help deepen my understanding of my coaching?
- What did I observe and what was significant about it?
- What did I learn?
- How did this protocol work/would we modify it?

After all visits are complete each participant is asked to write a short (1-2 page) reflective piece. The following questions might help guide the reflection:

- What did I learn?
- Why was this important to me?
- What was it like being a visitor? Being a host?
- How did being in the roles of host and visitor impact on your learning?
- What does this make me think about in relationship to school visits? Classroom visits? My future development?