



# Personalized Coaching for New Teachers

## Background

Cabell County Schools in West Virginia is committed to hiring a diverse range of educators, including those with and without formal teacher training. This diversity enriches the district but also creates a need for personalized support to ensure all new teachers succeed. To address this challenge, Cabell County partnered with Sibme to enhance coaching and development for new teachers.

## Challenges

With educators coming from various backgrounds, Cabell County faced the challenge of providing individualized support. Some teachers possessed strong content knowledge but lacked classroom management skills, while others needed help refining their instructional techniques. The district needed a scalable, effective coaching solution to ensure all new teachers could thrive.

## Solution

Cabell County implemented a multi-tiered support system using the Sibme platform and the Coach the Coach process:

- **Strengthening New Teacher Specialists:** Through Sibme's Coach the Coach program, mentors developed advanced coaching strategies to better support new teachers.
- **Individualized Coaching:** The Sibme platform enabled video-based coaching, allowing teachers to record lessons, receive feedback, and engage in reflective practices.

- **On-Demand Resources:** Teachers gained access to instructional materials, model lessons, and targeted professional development, ensuring they had the tools they needed to grow.

## Results

By integrating Sibme's coaching tools, Cabell County created a supportive learning environment that fosters teacher success. New Teacher Specialists now provide targeted, data-driven coaching, and teachers receive personalized guidance, ultimately improving student outcomes. This commitment to individualized support strengthens the district's teaching workforce and enhances student learning across all classrooms.

"I just finished my coaching the coaches cycle, and it made me feel more confident. This is a new role, and I didn't know what coaching looked like at first. But now I do. I feel more confident having conversations with teachers about their goals and what's meaningful to them. That's my biggest takeaway from Sibme—helping teachers connect with their goals in a relevant way. Our teachers are at different experience levels—some brand new, some veteran, some still finding their way. My job is to show them that growth is possible and that they have support every step of the way."

**Courtney Coleman** - New Teacher Specialist