

## **Faculty Intention to Student Retention**

### **Expanding Conversations**



Through dialogue, observation, and modeling, students learn firsthand how experts think about and solve problems. Intentional conversations with faculty members outside of scheduled class time may enhance this opportunity and facilitate feedback and coaching to help students. Here are ways the you can expand conversations and have meaningful interactions with your students who would benefit from coaching in your class.

#### **Connection before Conversation**

- Create a connection with students with a welcome letter/email, introductory slides, unofficial start/ stop to class, kudos emails, notecard inventories, outside of the “Office” Hours (MBSC, Library, Atrium areas, etc.), hidden prompts in weekly updates, and invitations for mid-semester check-ins.
- Connections create space for a collaborative conversation. If you find it awkward to initiate these connections, or have a large class, use technology and other peers if you can.

#### **Preparing for the Conversation**

- What is the intention of your conversation?
- What do you know about the student, both personally and academically?
- How will these factors support your discussion?

#### **Make Conversation the Cornerstone of Coaching Conversations**

- Think of conversations as a shared interaction between individuals with the intent to
  - Construct Knowledge- get to know more about your students
  - Reflect- why might the student be behaving how they are and what can you do to help?
  - Receive Feedback- ask questions by starting “I wonder” or “Can you tell me about?”
  - Set Goals or Create a Plan of Action- How can you support them in the plan?
- Keep the conversation intentional, mindful, and solution-oriented.

#### **Engaging in a Coaching Conversation**

- Connecting to the student before you start the conversation. Use what you know about the student from previous interactions to make the conversation relatable.
- Listen with the intent to understand, not just reply.
- Start a dialogical conversation. Ask questions to increase dialogue and understanding.

#### **Resources**

- Aguilar, E. (2013). *The Art of Coaching: Effective Strategies for School Transformation* (1. Aufl.). Jossey-Bass.
- Knight, J. (2015). *Better Conversations: Coaching Ourselves and Each Other to Be More Credible, Caring, and Connected*. SAGE Publications.
- Wise, W., & Littlefield, C. (2017). *Ask Powerful Questions: Create Conversations That Matter*. CreateSpace Independent Publishing.