Five Minutes or Less: A Time Hack for Growing Teachers and Reclaiming Leadership Purpose

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Five Minutes or Less

Cherokee Central Schools' Journey with 5-Minute Coaching

Agenda

- Welcome & Framing the Problem
- The “Five-Minute Coaching” Method
- Interactive Practice
- Implementation in Cherokee Central Schools
- Results and Reflections
- Q & A and Closing Challenge

Who can you grow?

- Coachable
- Early career
- Care about kids

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Name Teacher A

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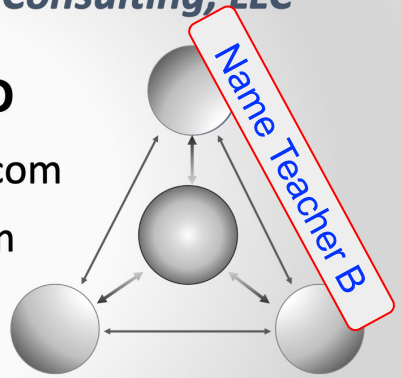
Name Teacher C



Improving life and leadership

The Challenge We All Face

Too Busy To Lead?

- Constant meetings, walk-throughs, reports, and compliance
- Coaching often gets pushed to the back burner.
- Yet…coaching is how we grow people.

The Breakthrough

What if deep reflection could happen in five minutes or less?

- Developed by Dr Buskey as a micro-coaching model.
- No prep. No data collection. No observation required.
- Works with teachers, leaders, or teams.

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Question…

Demo

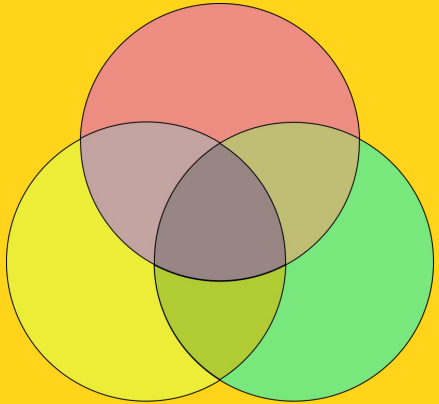
…

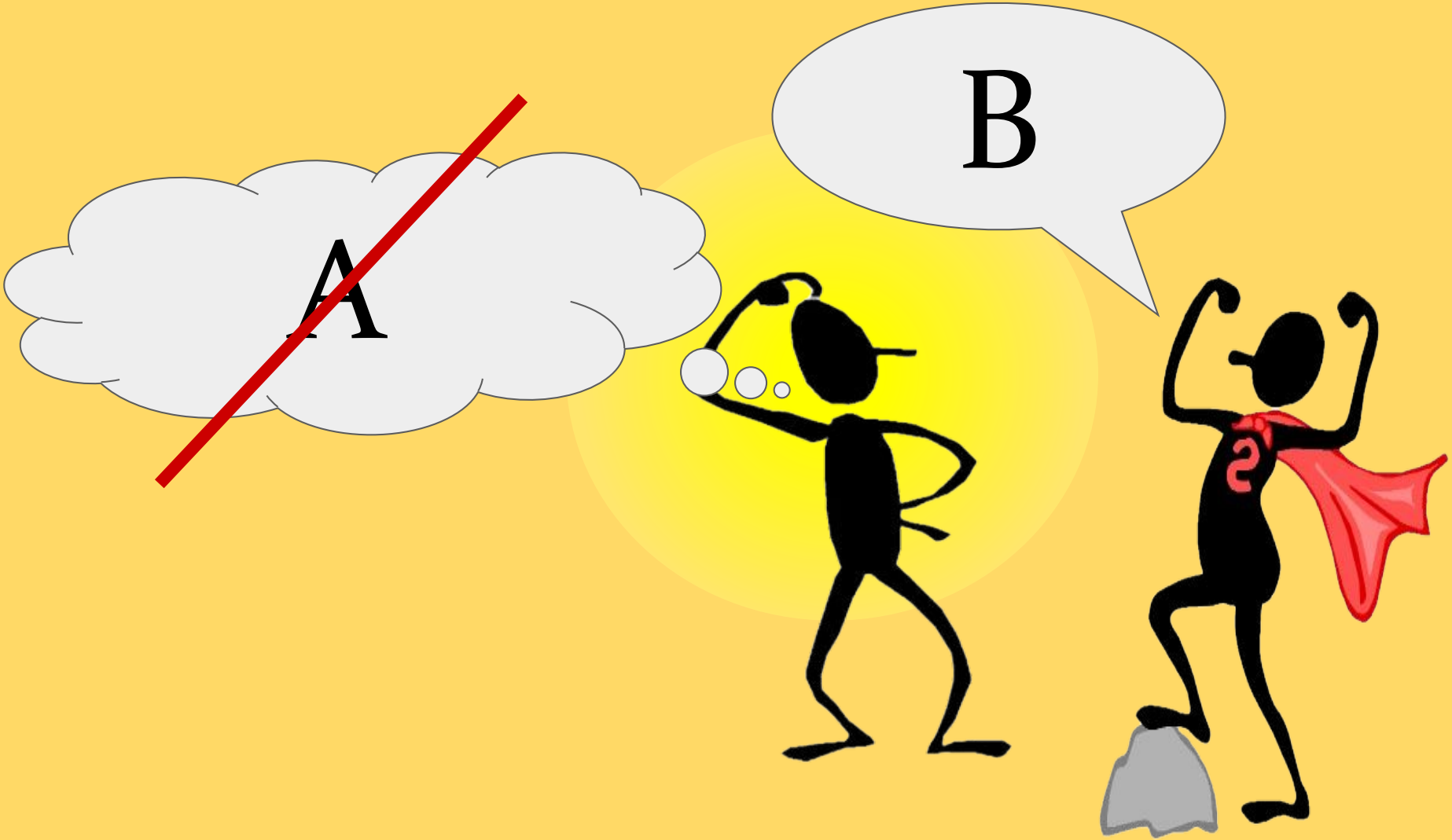
What did you see and hear?

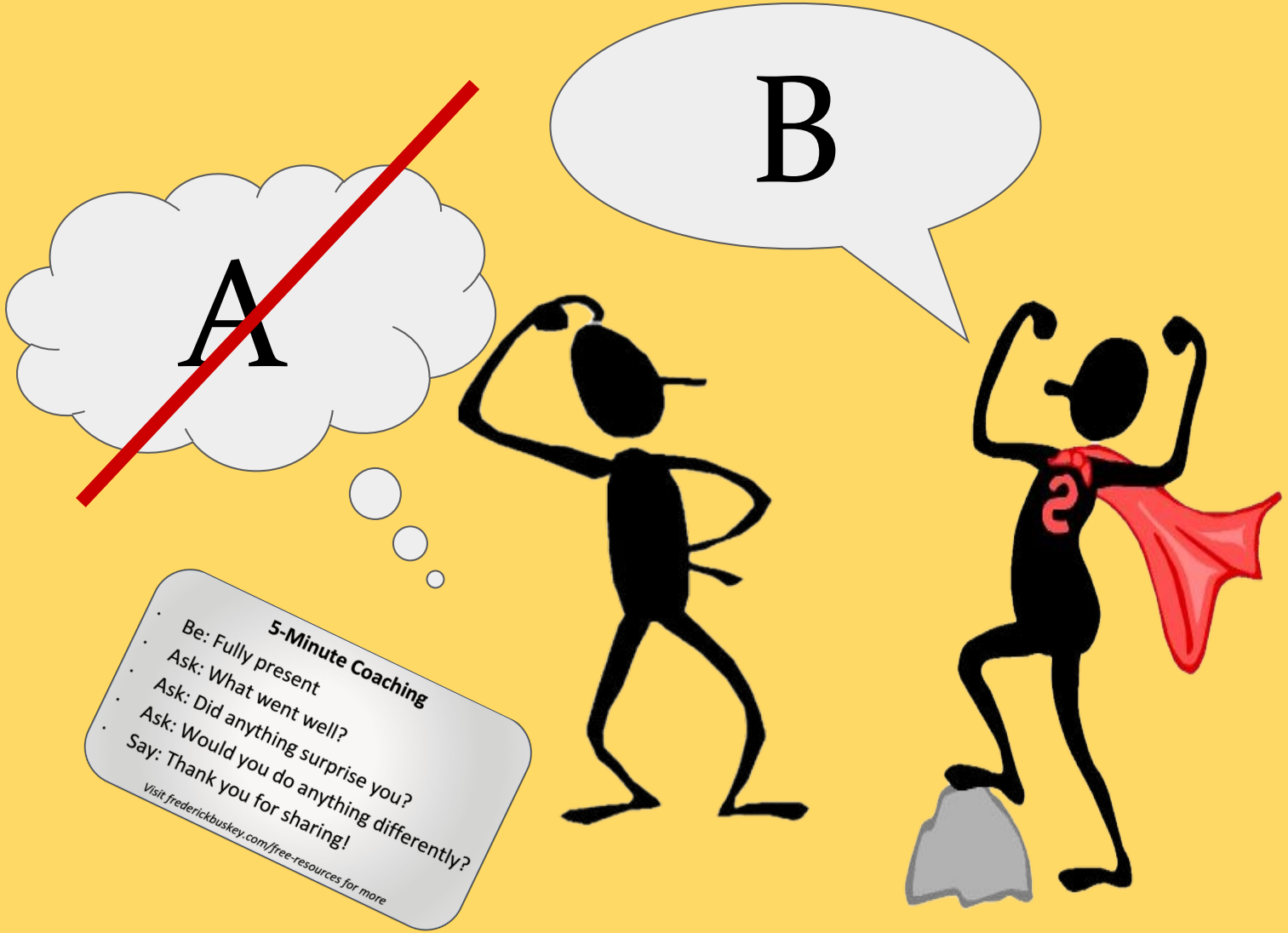
Please think about
a recent situation that
required *your leadership*
and turned out well.

The Three Questions

1. What went well?
2. What surprised you?
3. What would you do differently?




A
B

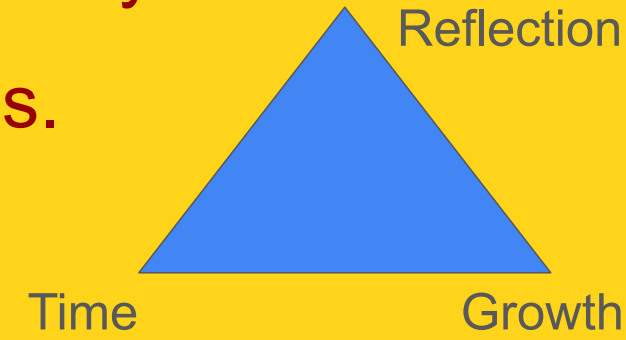

A
B
5-Minute Coaching
Be: Fully present
Ask: What went well?
Ask: Did anything surprise you?
Ask: Would you do anything differently?
Say: Thank you for sharing!
Visit frederickbuskey.com/free-resources for more

How did it feel to *just* listen?

How did it feel to be listened to?

Why It Works

- Centers reflection instead of evaluation.
- Fits into busy schedules.
- Builds trust and autonomy.
- Creates consistency across leadership levels.



Critical points

- Trust takes time
- Value is in listening
- No feedback
- Can revisit later
- Foundation for future PD

5-Minute Coaching

- Be: Fully present
- Ask: What went well?
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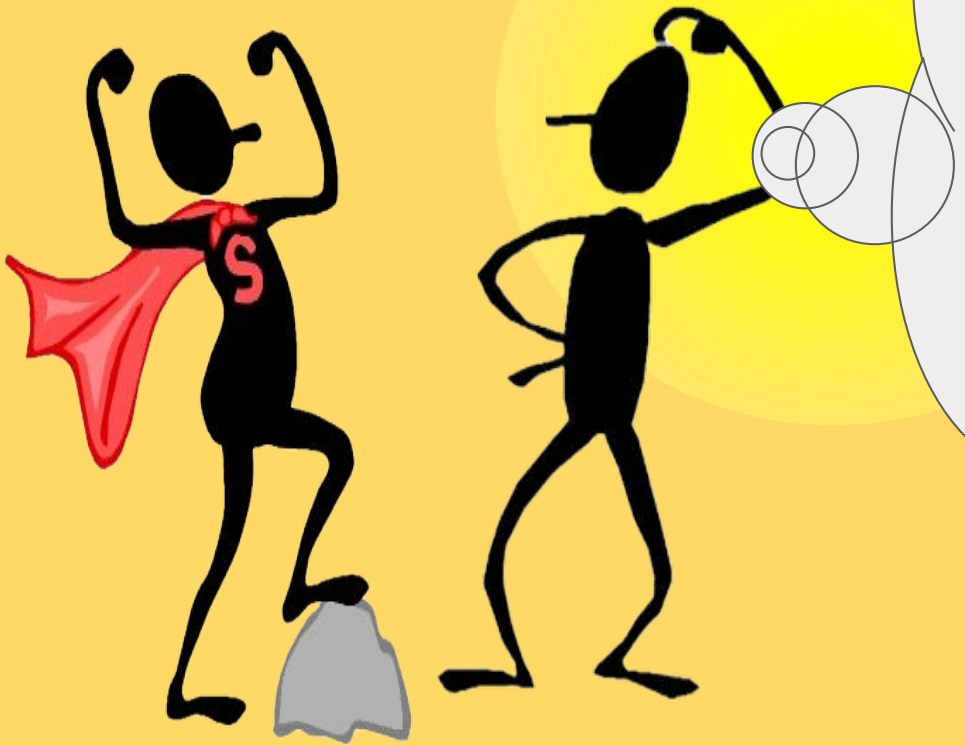


What went well?

Did anything surprise you?

Would you do anything do differently?

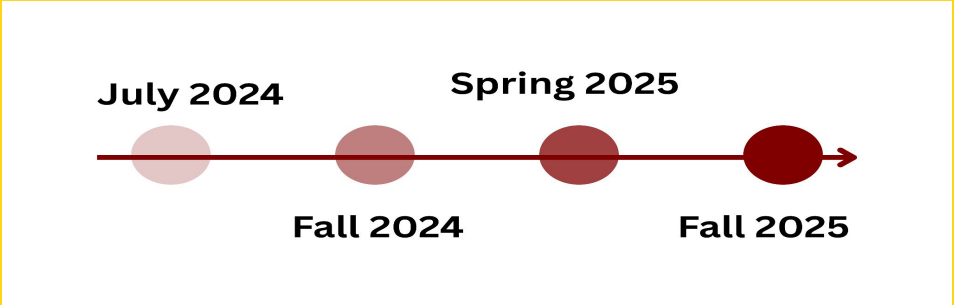
Debrief

1. What went well?
2. Were there any surprises?
3. Is there anything you would do differently?

Cherokee Central Schools' Journey

From One Workshop to Districtwide Practice

- Introduced Summer 2024 during leadership training.
- Adopted by principals, assistant principals, and district directors.
- Embedded into leadership routines



How Our Principals Use It

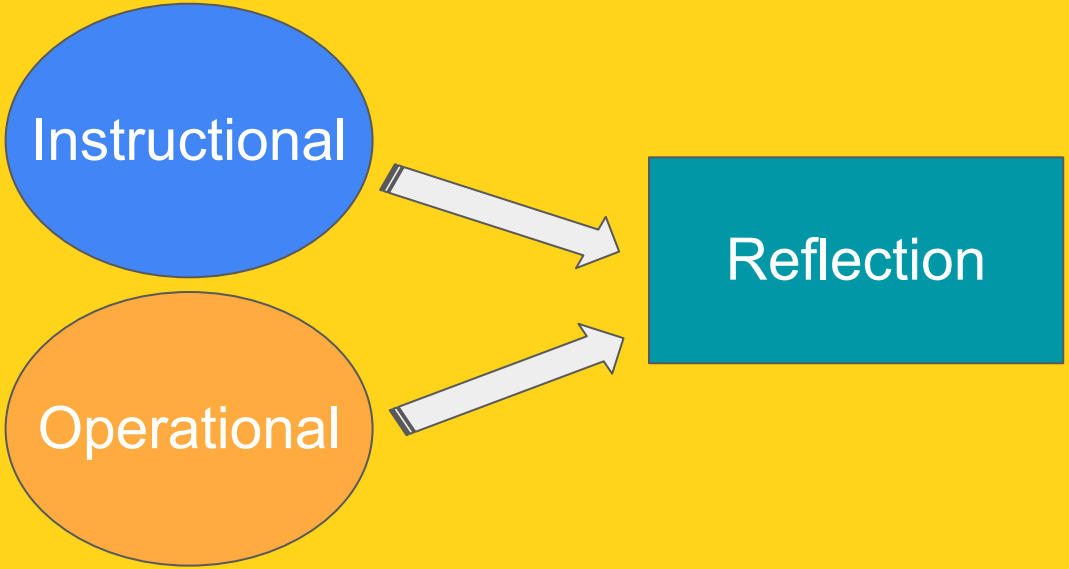
Instructional Coaching in 5 Minutes

- Quick post-observation debriefs.
- Reflection after PLCs or parent meetings.
- Used with teachers

How Our Directors Use It

Coaching Beyond the Classroom

- Used with support staff
- Used with auxiliary/operations staff



How Our Superintendent and I Use It

Modeling Reflective Leadership at the Top

- Leadership team meetings & feedback loop
- Use it to debrief challenging situations
- Communication check-ins
- Use it for feedback or evaluation on training, etc.

Reflect

Adjust

Grow

Impact After One Year

What Changed at Cherokee Central

- More frequent reflective conversations.
- Stronger coaching culture
- More intentionality with our administrators

Key Takeaways

- Coaching doesn’t require an hour.
- Reflection builds internal capacity.
- The right questions matter more than the right answers.
- Consistency beats complexity.
- Anyone can do this - in five minutes or less.

January

- 2 x 2 x
- A and
- 20 min
- 15 on F

January

- 3 x 2 x
- A, B, a
- 30 min
- 15 on F

February 2

- 4 x 2 x 2
- A, B, C, and D
- 40 minutes
- 15 on Friday

Try It This Week

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