



Cabell County schools - WV

# Personalized Coaching for New Teachers

Cabell County Schools in West Virginia partnered with Sibme to better support new teachers through personalized coaching and targeted development. By creating a strong coaching system, they helped educators from diverse backgrounds grow and succeed in their classrooms.

## Supporting a Diverse Range of New Teachers

Cabell County needed to support new teachers with varying levels of classroom experience and instructional skills. While some had strong content knowledge, others struggled with management or pedagogy. The district sought a scalable solution to offer personalized coaching that could meet each teacher's unique needs.

## Building a Multi-Tiered Support System

To tackle this, Cabell County adopted Sibme's platform and the Coach the Coach process, enhancing the capacity of New Teacher Specialists to provide targeted support. Teachers recorded lessons, received timely feedback, and accessed a library of resources to guide their professional growth through personalized, video-based coaching.

## Creating a Culture of Growth

The new system fostered a collaborative and supportive environment where coaching became a regular part of teacher development. Data-driven feedback helped educators improve their practice, while stronger peer collaboration built a culture of

continuous learning and instructional excellence.

## Empowered Teachers, Stronger Classrooms

Cabell County's commitment to individualized support helped build a confident and capable teaching workforce. As teachers grew in effectiveness, student outcomes improved—laying the foundation for lasting success across schools and communities.

"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

Make every moment  
a teachable moment

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