

Coach Name: _____

Date: _____

Coaching Practices Strengths and Needs Assessment

Instructions: Use this tool to assess your coaching skills and identify areas of strength and areas of opportunity in your work with teachers. Read each coaching practice and answer the questions on the following page.

Coaching Practices
1. My teachers and I share an understanding of the goals of coaching.
2. I foster an environment in which teachers will feel comfortable trying new things, reflecting on their teaching, and receiving feedback.
3. I individualize my coaching practices/strategies to each teacher to reflect their unique strengths, needs, and desired outcomes for coaching.
4. I work with teachers to identify and assess their strengths and areas for learning and growth based on multiple sources of data on their teaching practices before planning for coaching.
5. I work with teachers to develop and maintain a strength-based effective coaching plan that includes goals based on the strengths and needs identified through the assessment.
6. I support teachers in prioritizing goals for improvement/refinement of teaching practices and prioritizing actions taken to reach goals.

7. I write goals with teachers that are observable, measureable, and can be completed within a specified amount of time.
8. I develop action plans with teachers that provide step-by-step procedures for meeting the teacher's goal.
9. During observations of teachers, I focus on specific teaching practices which are predetermined during a meeting with the teacher.
10. During observations of teachers, I gather data on the teacher's use of practices or child behaviors related to teacher use of practices.
11. I feel comfortable using support strategies (e.g., modeling practices, providing cues, role playing) to help teachers use teaching practices.
12. I support teachers' ongoing reflection to determine progress on goals and implementation of teaching practices.
13. I provide supportive feedback to teachers about their practice implementation.
14. I provide constructive feedback to teachers about their practice implementation that supports refining or implementing practice better.
15. Maintain professionalism by being on time, organized and prepared for each coaching session.
16. Model openness to learning and taking risks.
17. Engage in continual self-reflection of my professional practices and how my practices influence the teachers' performance and outcomes.

18. I seek out knowledge of the cultures and populations within the communities I am working and integrate this into my practice.

19. I am aware that certain behaviors and types of communication among unfamiliar cultures can lead to misinterpretation and misunderstanding.

20. I ask questions that provide information and stimulate thinking in support of the teacher’s learning and goals.

21. I communicate effectively during coaching sessions and use language that has the greatest positive impact on the teacher.

- Clear and articulate in communicating coaching objectives, providing feedback and making recommendations
- Use reframing to offer the teacher another perspective

Of the coaching practices listed above:

- Which practice are you most confident using? What makes you feel confident about using this practice?

- Which practice is most difficult to use with the teachers you support? Why is this practice difficult?

- Which practice do you think would benefit your teachers the most? How often are you using this practice now?
- Think of an overwhelmed or resistant teacher you have worked with. Which practice might help you in this situation?
- Which coaching practice(s) would you like support with?