Why Coaching?

|	Understanding (Explain main concepts)	Skill Attainment (Can demonstrate)	Use with Fidelity (Uses the skill effectively and consistently)
Presentation of Theory + Lecture, cooperative learning	85%	15%	5%-10%
Modeling + Modeling, video, simulation	85%	18%	5%-10%
Practice & Feedback + Practice during learning session	85%	80%	10%-15%
Coaching Where work occurs	90%	90%	80%-90%

Joyce & Showers, 2002

The Coaching Promise

Coaching accelerates the implementation of a program, skill or innovation *AND* increases the fidelity to the design.

Joyce & Showers, 2002
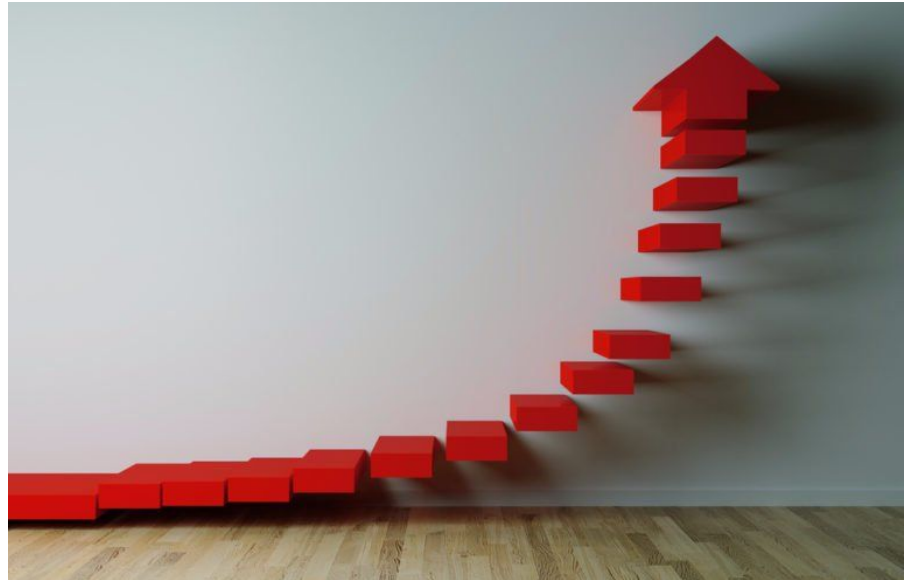
What is a Practice Profile?

A practice profile is a way to allow practices in the field to be teachable, learnable and doable.

Core Competency	Contributions to Systems Transformation		
The specific role of a coach	In this section, you will see a description of *why* each competency is important to achieving the outcome and how it contributes to systems change. *This describes the "why"*		
The components provide a clear description of the features that must be present to say that coaching is being used. The components break down the competency and provide a more detailed definition.	**Expected Use in Practice**	**Developmental Use in Practice**	**Unacceptable use in Practice**
	This column includes observable behaviors that exemplify coaches who are able to generalize required skills and abilities to a wide range of settings and contexts; use these skills consistently and independently; and sustain these skills over time while continuing to grow and improve in their position.	This column includes observable behaviors that exemplify coaches who are able to implement required skills and abilities, but in a more limited range of contexts and settings; use these skills inconsistently or need consultation to complete or successfully apply skills; and would benefit from a coaching agenda that targets particular skills for improvement in order to move educators into the "expected/ proficient" category.	This column includes observable behaviors that exemplify coaches who are not yet able to implement required skills or abilities in any context and often can cause harm to the clients served. Often times, if coaches' work is falling into the unacceptable category, there may be challenges related to the overall implementation infrastructure. For example, there may be issues related to how regions, schools or districts are selecting or training staff, managing the new program model, or using data to inform continuous improvement.
This describes the "what"	*This describes the "how"*	*This describes the "developing how"*	*This describes the "how not"*

1. Reflective Practice	1.a Develops coaching capacity through professional learning		1.b Develops emotional intelligence and resilience		1.c Seeks and applies feedback for self-improvement	
2. Change Facilitation	2.a Analyzes data, evolving and fluid situations, and systems for the conditions of change	2.b Supports client to develop action plans and goals that include evidence based, high quality educational practices implemented with fidelity		2.c Generates productive disequilibrium		2.d Expects, attends and mitigates resistance to change
3. Coaching Conversation Facilitation	3.a Structures conversations around a cyclical model	3.b Promotes reflection	3.c Stays focused on goal	3.d Challenges assumptions	3.e Pushes for details and depth	3.f Maintains rapport and trust
4. Communication Skills	4.a Communications effectively in multiple context outside he coaching conversation					
5. Relationship Development	5.a Builds trust, rapport and respect with clients and stakeholders					
6. Knowledge Base Development	6.a Understands systemic oppression and how it is interwoven and affects all pieces of a system		6.b Understands a range of coaching approaches		6.c Understands the innovation or practice on which they coach	

Self-Assessment

Coaching Competency Self Assessment

Directions: The Coaching Competency Self Assessment is a private reflection of your coaching skills and needs related to the Coaching Competency Practice Profile (CCPP). As you complete the survey questions, you should reflect on the "expected use in practice" column of the CCPP. It is best to print it for easy access. Your results will help guide you in developing personal coaching goals and facilitating conversations with your coach to inform professional development and coaching needs.

Please note: This survey is best completed on a computer. It is not compatible with mobile devices. Neither personal data (who is taking the survey) nor evaluation data (how you score) is being recorded on the survey. This is meant to be a self-evaluation tool ONLY. All multiple choice responses are required; all rationales are optional. Although rationales are optional, information entered will be valuable in informing your professional development and coaching needs.
Scoring will be given at the end. Answers are scaled with 1 being Low and 4 being High.

1. Ideally, complete this survey early in coaching year to help inform professional growth goals.
2. Bring the completed form to your individual coaching sessions to help inform conversations.

Date taken: 11/21/2018

NEXT

Self-Assessment Example

Your scores:

- Reflective Practice: 4 out of 4 - **Great! One of your strongest areas.**
- Change Facilitation: 2.67 out of 4
- Conversation Facilitation: 3 out of 4
- Communication Skills: 3 out of 4
- Relationship Development: 3.25 out of 4 - **Great! One of your strongest areas.**
- Knowledgebase Development: 2.4 out of 4 - **Consider creating a professional growth goal related to this area.**

Where to go Next?

Visit **www.dpi.wi.gov/coaching**

- Confidential Self-Assessment
- Coaching Blogs
- Quarterly Newsletters
- More to come!