Today's Tools to Enhance Coaching Supports

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WISCONSIN DEPARTMENT OF
Public Instruction
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Objectives

- **Learn about the available coaching resources and tools**
- **Understand how the coaching tools are aligned**
- **See how to use the tools in your own setting**

The Coaching Toolbox

- **Coaching Competency Practice Profile (CCPP)**
- **Self-Assessment**
- **Data Collection Tools**

Coaching Competency

PRACTICE PROFILE

Uses of the CCPP

Informing the Practice of Coaches

Selecting Coaches

Training Coaches

Coaching Coaches

How it Works

Core Competency	Contributions to Systems Change		
The specific capabilities of a coach	This section includes a description of *why* each competency is important and how it contributes to systems change. ***This describes the "why"***		
This section provides additional critical components of the competency. The components break down the competency and provide a more detailed definition. ***This details the "what"***	**Expected Use in Practice** This section describes observable behaviors of a highly skilled coach. **1** ***This describes the "how"***	**Developmental Use in Practice** This section describes observable behaviors of a coach who is developing skills. **2** ***This describes the "developing how"***	**Unacceptable Variation** This section describes behaviors of a coach that are unacceptable and indicates a need for professional development. **3** ***This describes the "how not"***

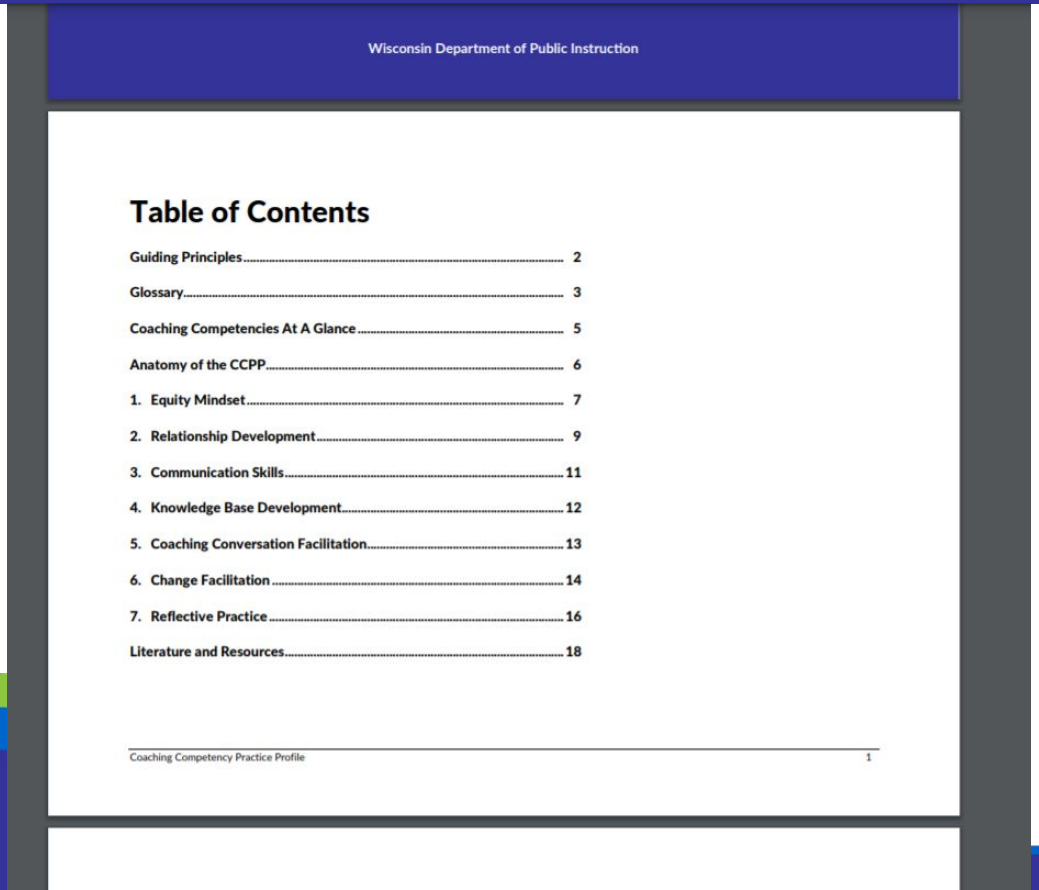
3. Communication Skills

Contributions to Systems Change

Communicating effectively provides a consistent level of shared understanding for all and reduces barriers in order to positively impact student outcomes.

Components of the Competency	Expected Use in Practice	Developmental Use in Practice	Unacceptable Variation
3a. Communicates effectively in multiple contexts	The coach uses asset-based and person-first language. The coach intentionally uses language that is accessible and acceptable to the client (cultural, linguistic, and nonverbal). The coach leverages others' strong emotions to maximize productive outcomes. The coach facilitates a process with the client to support communication loops. Coach consistently acknowledges that well intended actions may affect others negatively and challenges the client to reflect on and take ownership of the impact.	The coach uses person-first language. The coach uses some culturally and linguistically responsive communication methods. The coach sometimes leverages others' strong emotions to maximize productive outcomes. The coach sometimes facilitates a process with the client to support communication loops. Coach assumes positive intentions without consideration of impact and/or occasionally expresses judgement or influence.	The coach uses deficit based language and focuses on labels instead of people. The coach uses communication styles that disengage the client. The coach engages in or shuts down strong emotions that preclude productive outcomes. The coach neglects to communicate, or otherwise diminishes or blocks communication loops. Coach is unaware that actions can be interpreted differently by others, and/or relies on judgement or influence.

CCPP Table of Contents



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Self-Assessment

Individual level - single coach

System level - groups of coaches

Self -Assessment Tool - Individual Level

Your scores:

Equity Mindset: 2 out of 4 -
Consider creating a professional practice goal (PPG) related to this set of coaching practices.

Relationship Development: 3.8 out of 4 -
Great! You're really skilled in this set of coaching practices.

Communication Skills: 3 out of 4 -
You've come a long way in your coaching practices! What's your next step related to these coaching practices?

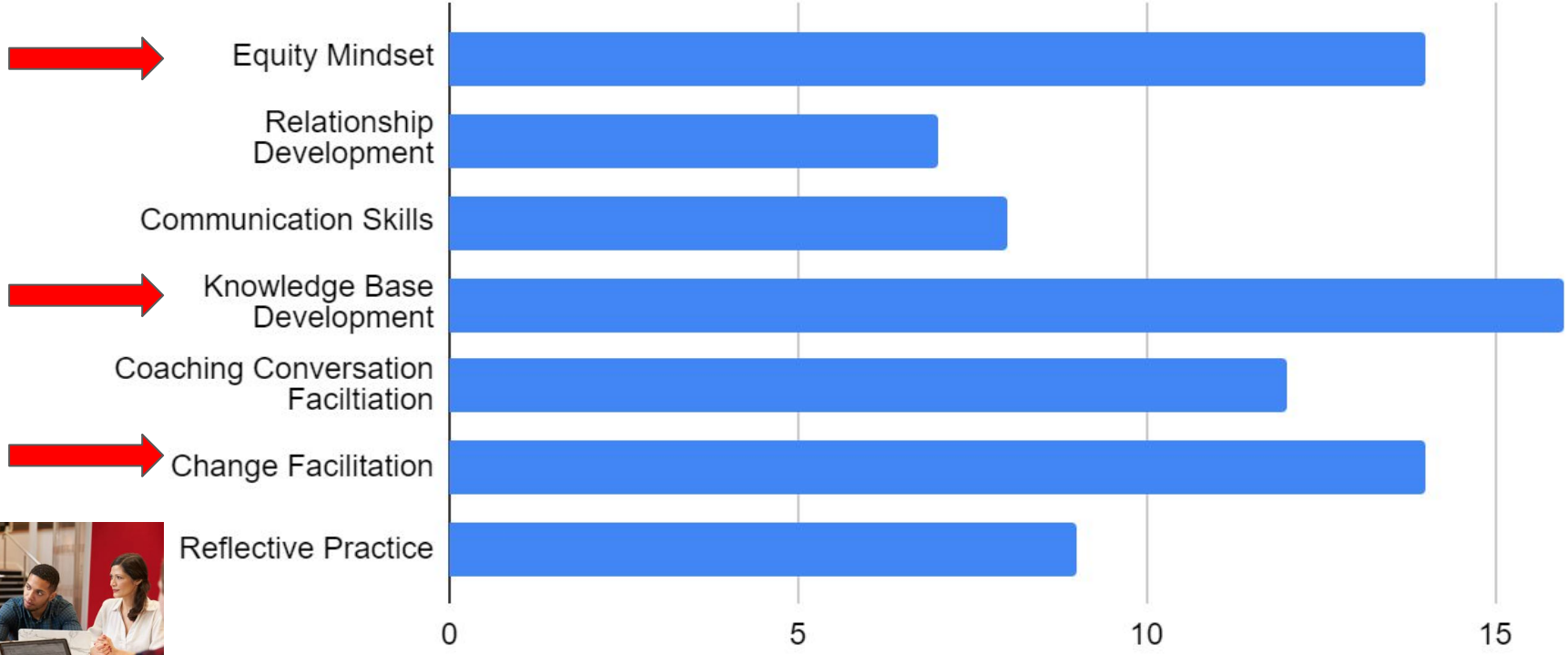
Knowledgebase Development: 2 out of 4 -
Consider creating a professional practice goal (PPG) related to this set of coaching practices.

Conversation Facilitation: 2.5 out of 4 -
You're on the right path! Dig into this competency to identify more ways to grow.

Change Facilitation: 3 out of 4 -
You've come a long way in your coaching practices! What's your next step related to these coaching practices?

Reflective Practice: 3 out of 4 -
You've come a long way in your coaching practices! What's your next step related to these coaching practices?

Self-Assessment - Systems Level



Data Informed Decisions

Individual Coaches

School level

District level

Regional and State level

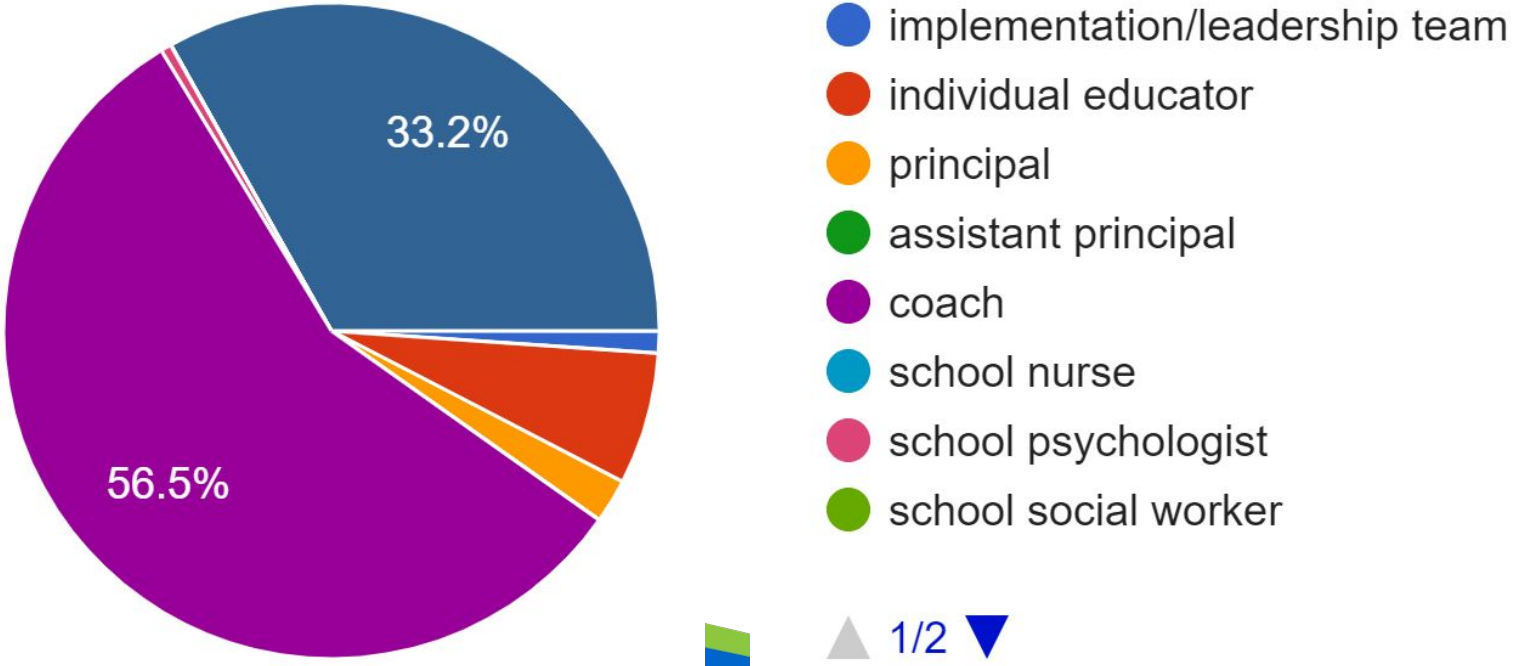
Data Triangulation

Coach Reflection Tool

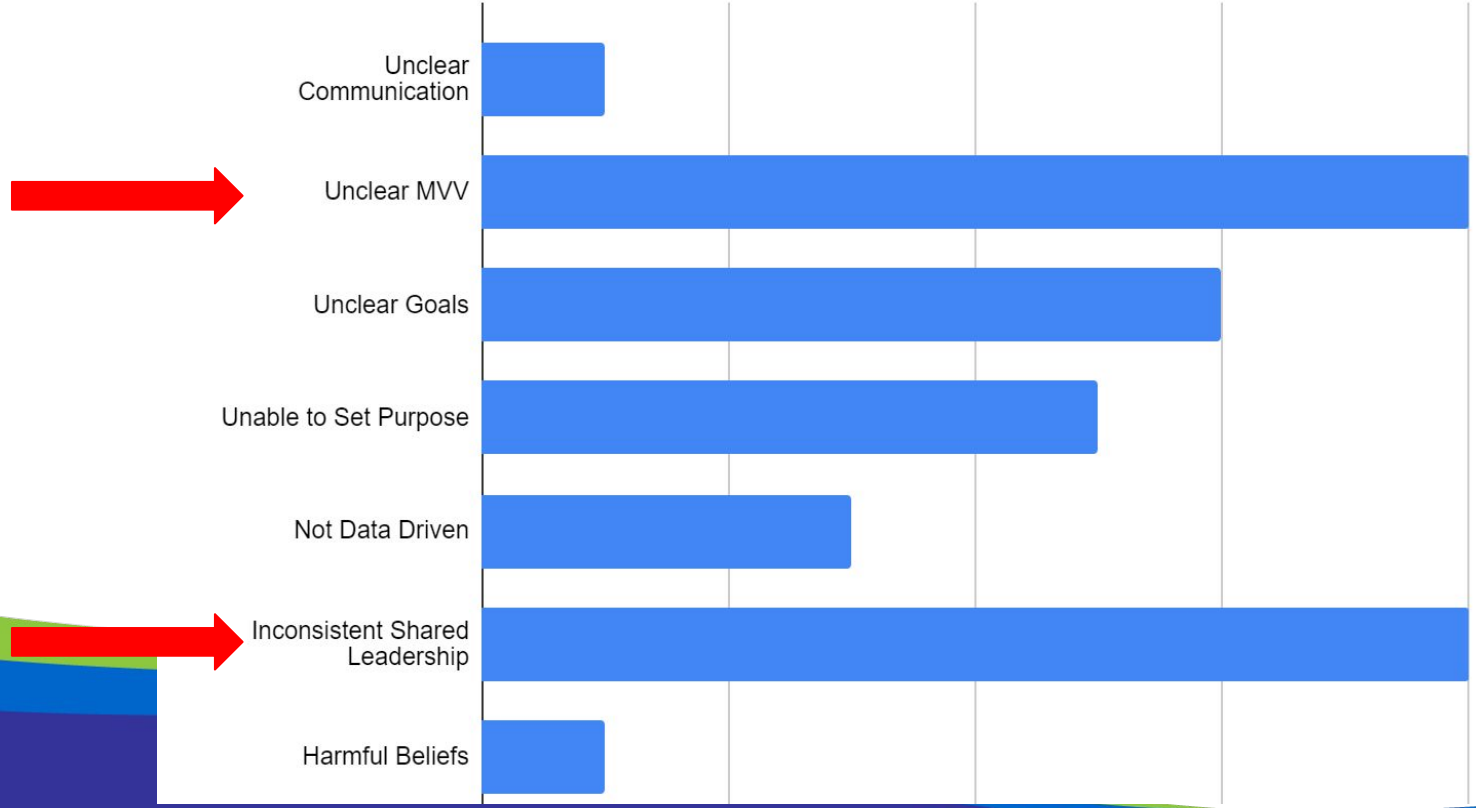
Client Feedback Form

Coach Observation Tool

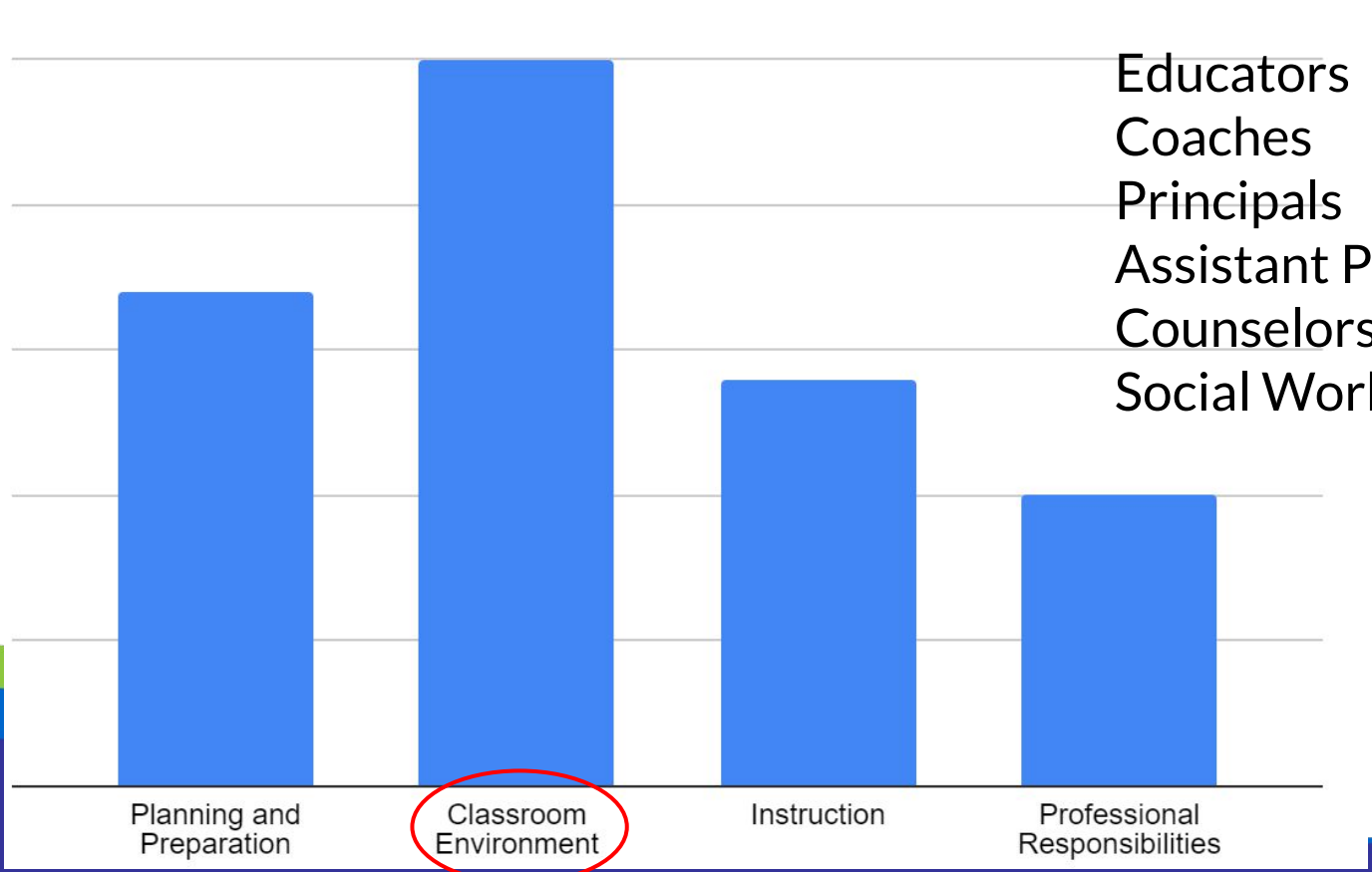
Coach Reflection Log



Coaching Teams

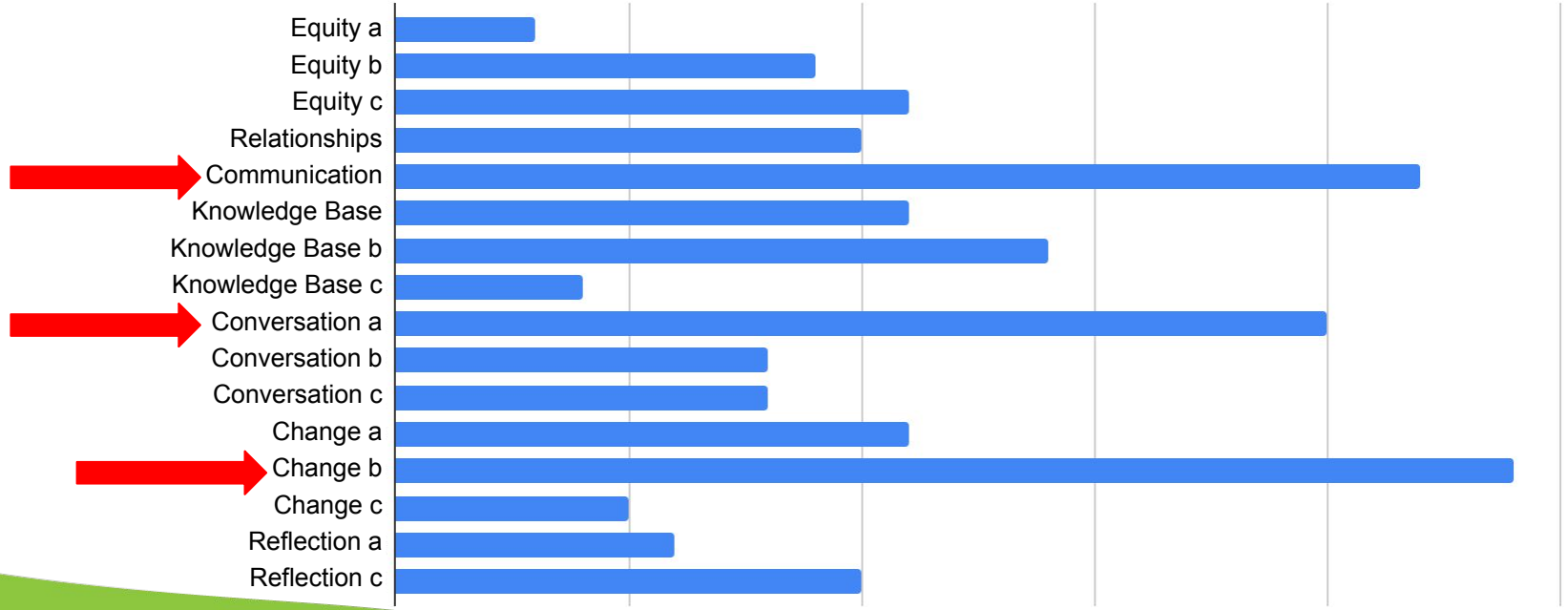


Coaching Individuals within the System



Educators
Coaches
Principals
Assistant Principals
Counselors
Social Workers

Personal Coach Reflection



Coach Observation Form

Coach Observation Form

Directions for Observer: Each observation session will focus on the competencies and components that are directly related to the individual coach's goal. It is unlikely that you will observe all competencies in a single observation. As you observe the coach interact with the client, reference the CCPP for observable behaviors. The column labeled Entry Points refers to moments where there was the potential for coaching, but the coach did not lean in or the coaching move chosen was not optimal for the situation. The dialogue between the observer and coach around the entry points column should reflect a coach's real-time decisions based on their relationship with the client as well as other situational factors. This tool is most valuable when completed by someone that has had some experience acting as a coach themselves.

Today I observed: _____ Date: _____

Observation Site & Format: _____ Professional Practice Goal (PPG) _____

1. Equity Mindset Components	Evidence (measured by observed behaviors, conversations, artifacts etc)	Entry Points	Unacceptable
a. Coach analyzes oppressive beliefs and feelings within oneself.			
b. Coach notices, disrupts, and dismantles deficit mindsets and biases in others that uphold oppression.			
c. Coach examines and challenges oppressive policies and practices with systems.			

Observation Results

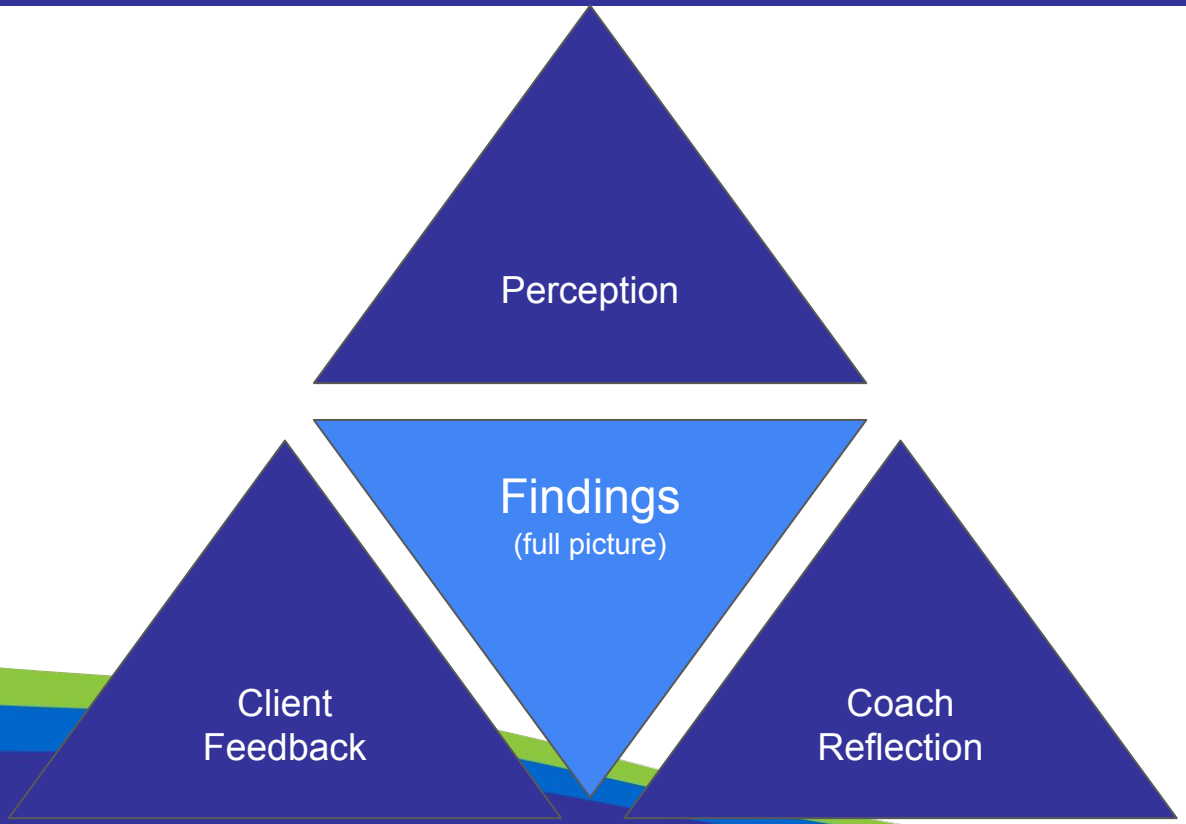
Expected? Developing? Absent? Unacceptable?

Entry Points?

Informing Next Coaching session?

Client Feedback Form

Putting It All Together



To Learn More

www.dpi.wi.gov/coaching

- CCPP
- Self-Assessment
- Data Collection Suite
- Coaching Chronicles Newsletter

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