

Directions for Observer: Each observation session will focus on the competencies and components that are directly related to the project umbrella goal and the individual coach’s goal. As you observe the coach interact with the team, reference the CCPP for observable behaviors. Once the observation is complete, if you observed with a partner, compare notes and consolidate observations onto 1 form. Email the consolidated form with notes to the coach within 1 working day of observation.

Coach Name: _____

Observation Site: _____

Date: _____

Umbrella Goal _____ Personal Goal: _____



1. Reflective Practice	Evidence (measured by observed behaviors, conversations, artifacts etc)	Entry Points	Unacceptable (Harmful)
Components			
a. Coach develops own capacity through professional learning			
b. Coach develops emotional intelligence and resilience			
c. Coach seeks and applies feedback for self-improvement			

2. Change Facilitation	Evidence (measured by observed behaviors, conversations, artifacts etc)	Entry Points	Unacceptable (Harmful)
Components			
a. Coach analyzes data, evolving and fluid situations, and systems for the conditions of change			
b. Coach generates productive disequilibrium			
c. Coach expects, attends and mitigates resistance to change			

3. Coaching Conversation Facilitation	Evidence (measured by observed behaviors, conversations, artifacts etc)	Entry Points	Unacceptable (Harmful)
Components			
a. Coach structures conversations around a cyclical model			
b. Coach promotes reflection			
c. Coach stays focused on goals			
d. Coach challenges assumptions			
e. Coach pushes for details and depth			
f. Coach maintains rapport and trust			

4. Communication Skills	<p style="text-align: center;">Evidence (measured by observed behaviors, conversations, artifacts etc)</p>	<p style="text-align: center;">Entry Points</p>	<p style="text-align: center;">Unacceptable (Harmful)</p>
<p style="text-align: center;">Components</p>			<p>a. Coach communicates effectively in multiple contexts outside the coaching conversation (e.g., delivering PD, written and verbal communication, etc.)</p>

5. High Leverage Strategic Action	<p style="text-align: center;">Evidence (measured by observed behaviors, conversations, artifacts etc)</p>	<p style="text-align: center;">Entry Points</p>	<p style="text-align: center;">Unacceptable (Harmful)</p>
<p style="text-align: center;">Components</p>			<p>a. Coach supports client to develop action plans and goals that include evidence based, high quality educational practices implemented with fidelity.</p>

6. Relationship Development	<p style="text-align: center;">Evidence (measured by observed behaviors, conversations, artifacts etc)</p>	<p style="text-align: center;">Entry Points</p>	<p style="text-align: center;">Unacceptable (Harmful)</p>
<p style="text-align: center;">Components</p>			
<p>a. Coach builds trust, rapport and respect with clients and stakeholders</p>			

7. Knowledge Base Development	<p style="text-align: center;">Evidence (measured by observed behaviors, conversations, artifacts etc)</p>	<p style="text-align: center;">Entry Points</p>	<p style="text-align: center;">Unacceptable (Harmful)</p>
<p style="text-align: center;">Components</p>			
<p>a. Coach understands systemic oppression and how it is interwoven and affects all pieces of a system</p>			
<p>b. Coach understands a range of coaching approaches</p>			
<p>c. Coach understands the innovation or practice on which they coach</p>			

DRAFT