

The Coach

“Be a guide on the side, not a sage on the stage.”

- Ted Sizer

The Coach's role

- Listen!
- **Encourage** people to build on their strengths.
- **Equip** people to tackle areas of improvement.
- **Enable** people to achieve ongoing success.

The Coaching Process

- Establish a clearly defined relationship.
- Identify successes and strengths.
- Identify **challenges**.
- Develop **choices** for addressing challenges.
- Explore the **consequences** of various options and choices.
- Expand on options to develop and explore **creative solutions**.
- Define **conclusions**.

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Observation Coaching

PRE-CONFERENCE

- Use the observation coaching form
- Ask questions
- Let the coachee tell you about his/her plans
- Help him/her get specific and focus on a few select goals

OBSERVATION

- Make sure the group being observed knows who you are
- Be a part of things without becoming a distraction

POST-CONFERENCE

- Ask, don't tell
- Have the coachee revisit his/her original goals
- Focus on just a few successes and challenges the coachee chooses
- For challenges, help the coachee consider:
 1. What's the challenge?
 2. Why it's happening
 3. An action plan (ideas that might address the challenge)
- If there is something very important that the coachee is not seeing, use this feedback structure: “Something I noticed is . . . What do you think about it?”



Observation Coaching Form

Pre-Conference

Name of Coach: _____

Name of Coachee: _____

Date: _____

What is being observed: _____

Coachee's Plan: _____

Coachees's Goals	Coach's Obervations

Observation Coaching Form

Post-Conference

Name of Coach: _____

Name of Coachee: _____

Date: _____

SUCCESSSES

What worked well?	What did the coachee do that was especially effective?

CHALLENGES

What was challenging?	What are some strategies or ideas for addressing this challenge?