TOOL 12.4

Characteristics of effective coaches

BELIEFS
• Is willing to learn
• Has a passion for ongoing development and learning
• Holds the attitude that everyone is important
• Believes in the capacity of others to grow and develop
• Does not assume to have "The Answer"
• Is committed to continuous improvement
• Has moral purpose
• Can let go of being responsible for another person's behaviors

RELATIONSHIP SKILLS
• Desires to be a part of a team
• Works effectively with teachers and principals
• Builds trusting relationships
• Is respected by peers
• Has patience for the learning process

CONTENT EXPERTISE
• Possesses and applies appropriate, in-depth content knowledge
• Uses extensive research and theory to support instructional decisions

TEACHING EXPERTISE
• Is skilled in instructional planning
• Has strong classroom organization and management
• Has fluency with multiple methods of delivering instruction
• Uses multiple methods for student assessment
• Demonstrates success in their work as classroom teachers
• Articulates their practice
• Reflects on their own practice

LEADERSHIP SKILLS
• Understands and applies knowledge about change
• Communicates the vision of the school
• Aligns work with school goals
• Uses data to drive decisions
• Engages others in developing plans for improvement
• Maintains a productive culture

COACHING SKILLS
• Understands and applies knowledge about adult development
• Listens skillfully
• Communicates effectively
• Uses effective questioning skills
• Understands and employs a specific reflection process
• Diagnoses the needs of teachers
• Aligns support to the identified needs of teachers