

Growing Your Coaching System



Outcomes and Considerations:

What is your vision for a culture of coaching in your division?

How do you include coaching as a part of your division initiatives?

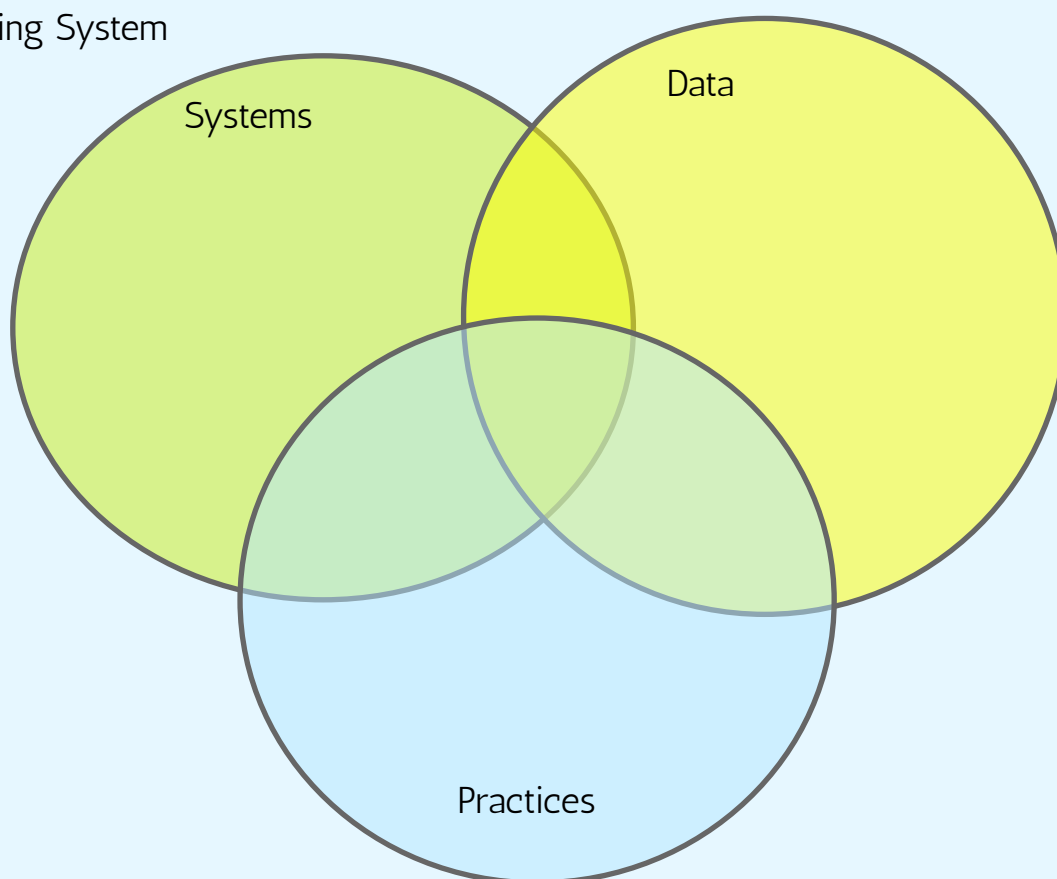
What are the knowledge, skills, and abilities your coaches need?

What are your next steps to continue growing your coaching system?



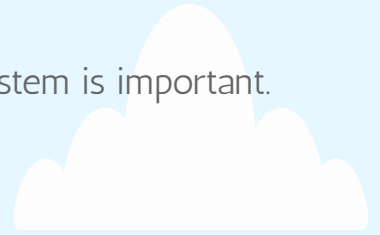
Today, I will...

Focused Outcome =
Successful Coaching System



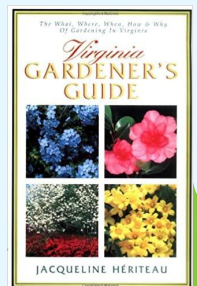
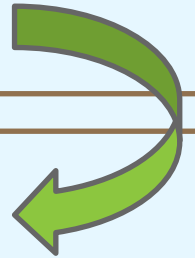
Create a visual for your vision for coaching in your division.

- define coaching; include benefits of coaching, explain why a coaching system is important.



Consider: What are possible Goals for your Coaching System:

- How will you facilitate your division's vision and definition for coaching?
- How will the vision for coaching be communicated and documented?



Notes on Coaching:

Models of Professional Development

Joyce & Showers (1980, 2002, 2011)

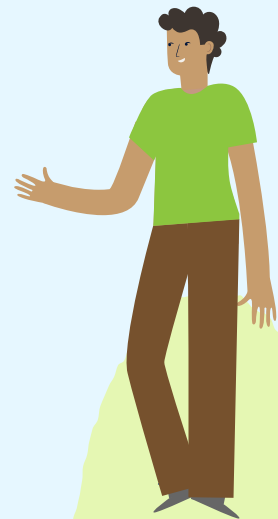
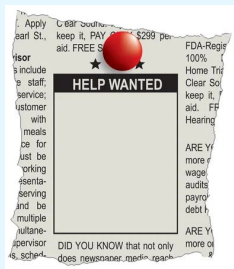
| PD Offered | Impact on Knowledge | Impact on Skill | Impact on Practice |
|---|---------------------|-----------------|--------------------|
| Theory | 10% | 5% | 0% |
| Theory + Modeling | 30% | 20% | 0% |
| Theory + Modeling + Practice | 60% | 60% | 5% |
| Theory + Modeling + Practice + Coaching | 95% | 95% | 95% |

Considerations for Coaching in your division:

- Coaching needs? Data? Communicate when coaching is needed?

Knowledge, Skills, and Responsibilities of a Coach:

How will/do you document the knowledge and skills that your coaches need? How will/do you communicate and document the roles and responsibilities of your coaches?



What is the current situation? What is happening now?

What needs to happen to get closer to the ideal way of work?

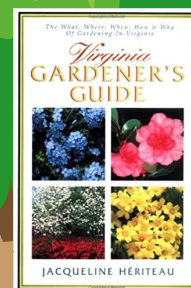
What are some possible Quick Wins?

What are some possible Bold Next Steps?

Whose voice is needed? Who can help?

Outcomes: What is the ideal way for your coaching system to work?

Growing Your Coaching System Action Plan



Cool People Doing Cool Things

A space to collect names, contact info, and great ideas!

