

CHOOSING A COACHING FORMAT AND DELIVERY METHOD

These statements can help you determine which coaching format is appropriate for which staff member. Different formats may work for different staff members even within the same program. Remember: All formats require training for coaches and education staff.

FORMAT AND DELIVERY	THIS FORMAT MIGHT BE RIGHT FOR YOUR PROGRAM OR STAFF MEMBER IF...
EXPERT	<ul style="list-style-type: none"> ■ Data indicate that certain staff members need highly individualized support. ■ Staff request highly individualized support. ■ You have sufficient resources and time to support a coach. ■ You have access to materials the education staff can use for learning (videos, books, etc.). ■ You have a staff member on-site who can serve as a coach OR you have partnerships with external groups who can coach (colleges, universities, or consultants). ■ Education staff have release time. ■ You have private meeting space.
SELF	<ul style="list-style-type: none"> ■ You have a staff member who is highly motivated, self-sufficient, reflective, and knowledgeable about best practices. ■ Data indicate a staff member might benefit from refining a clearly defined set of skills or strategies (i.e., feedback loops). ■ You have access to materials the education staff can use for learning (videos, books, etc.). ■ You have someone on staff that can check in with the education staff and facilitate the process. ■ You can provide some release time for the education staff to attend training and reflect. ■ Your program can purchase or has access to video cameras.
PEER	<ul style="list-style-type: none"> ■ Data indicate staff members could benefit from complementary strengths (i.e., each are strong in areas the other might benefit from). ■ You have at least two staff members who work well collaboratively, are self-motivated to participate in peer coaching, and will maintain confidentiality. ■ You have access to materials the education staff can use for learning (videos, books, etc.). ■ You have someone on staff that can check in with the education staff and facilitate the process. ■ You have staff coverage to accommodate two education staff out of the learning environment at the same time for debriefs. ■ You have private meeting space.

FORMAT AND DELIVERY	THIS FORMAT MIGHT BE RIGHT FOR YOUR PROGRAM OR STAFF MEMBER IF...
GROUP	<ul style="list-style-type: none"> ■ You have sufficient resources and time to support a coach. ■ Data indicate that several education staff in your program would benefit from coaching in the same general content area (i.e., positive learning environments). ■ You have a skilled staff member who can commit to attending facilitator’s training and then planning and leading group meetings. ■ You have staff members who are willing to collaborate. ■ You have access to materials the education staff can use for learning (videos, books, etc.). ■ You have release time and substitutes for multiple education staff to prepare for and attend meetings. ■ You have private meeting space. ■ You have access to video cameras
DISTANCE	<ul style="list-style-type: none"> ■ You serve a rural or remote area, or you serve education staff spread over a large geographic area ■ You have access to video cameras, high speed internet, and updated software (or alternate methods such as mailing memory cards). ■ You have a partnership with someone who can coach at a distance (consultant fees, central office leader, etc.). ■ You have release time and staff coverage for education staff to participate in coaching. ■ You can develop a clear contract for distance coaches (time, reporting, etc.).