

## Coaching Support to Districts & Schools: The

Why

State Indistar Team provides training and clear expectations for coaches to successfully assist district and school Leadership Teams.



"Nothing is born in this world without labor "

- Rob Liano

...because the move from compliance to engagement is necessary for real improvement

- Change is hard
- Excuses are viral

The Coach's role in an indicator-based, continuous improvement process is always to:

- build the capacity of the district or school team to function within a culture of candor
- help teams accurately determine the level of implementation of effective practices and provide sound evidence
- strive toward universal and consistent practice
- when helping the **Leadership Team** understand the meaning of each indicator
- gathering information necessary for an accurate assessment of current practice relative to the indicator
- offering suggestions for good plans
- monitoring results until the team is assured that the practice is fully implemented across the district or school

What

A Coach interacts with the team using "metacognitive guidance"....thinking out loud...to model how to analyze and plan.



## **Basic Guidelines for a coach** include:

- Ensure Effective Teaming; reinforce logistics scheduling meetings and good team practices
- Reinforce the Indistar® Work
- Support the Leadership (superintendent, principal, process managers)
- Routinely Enter Coaching **Comments and Periodic Reviews**
- Help Team Integrate **Programs**
- **Transparency**

How

Promote Inclusion and

www.indistar.org Resources >> Documents / Powerpoints / Training Modules





## Don't forget these important qualities of a coach...

- ✓ Self-responsible and self-challenging
- ✓ Good listener
- ✓ Comfortable with discomfort
- ✓ Willing to take risks and make mistakes
- ✓ Good model for respect and partnership
- ✓ Non-defensive
- ✓ Continual learner

- ✓ Ability to clarify vision and concepts
- ✓ Consistent
- ✓ Pioneering spirit and long-term perspective
- ✓ Dialogues with colleagues
- ✓ Encourages others
- ✓ Facilitates involvement of others

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