

Eight Skills Exhibited by Highly Effective Coaches, Clinical Educators & Instructional Leaders

Highly effective coaches, clinical educators and instructional leaders:

1. Apply a growth mindset to their work with developing professionals
2. Use a range of interpersonal communication skills and tools (including active listening, matching, etc.) to provide feedback, coaching and support to improve teaching
3. Conduct lesson planning conferences that result in the developing professional having a standards-aligned objective, an end-of-lesson formative assessment, and aligned activities/tasks designed to ensure student mastery on the task
4. Are expert observers and diagnosticians of teaching and learning issues
5. Have evidence-based, non-evaluative conversations about teaching and learning
6. Use real-time/active coaching skills to improve instruction in the moment
7. Use reflective/inquiry coaching skills grounded in student data to debrief an observation and plan next steps
8. Follow-up on agreed-upon next steps to support their implementation and identify next level of work issues