



COACHING PRACTICES STRENGTHS AND NEEDS ASSESSMENT

Coach's name _____ Date _____

Instructions: Read each statement and consider how often you use this practice. Once you have circled a number to indicate how often you use it, consider if you would like to use this practice more often. When you have done this for each practice, identify the top 5 coaching practices you would like to use more.

Coaching Practice	How Often?					Change needed?	Priority (Top 5)	Notes
	Never	Seldom	Sometimes	Usually	Always			
COLLABORATIVE PARTNERSHIPS								
1. I maintain professionalism by being on time, organized and prepared for each coaching session.	1	2	3	4	5	Yes No		
2. My coachees and I share an understanding of the goals and process of coaching.	1	2	3	4	5	Yes No		
3. I am clear and articulate when I communicate with coachees.	1	2	3	4	5	Yes No		
4. I model openness to learning and taking risks.	1	2	3	4	5	Yes No		
5. I foster an environment in which coachees will feel comfortable trying new things, reflecting on their practice, and receiving feedback.	1	2	3	4	5	Yes No		

Coaching Practice	How Often?					Change needed?	Priority (Top 5)	Notes
	Never	Seldom	Sometimes	Usually	Always			
6. I focus on and celebrate the strengths of each coachee.	1	2	3	4	5	Yes No		
7. I seek out knowledge of the cultures and populations in the communities I am working with, and integrate this into my practice.	1	2	3	4	5	Yes No		
8. I individualize my coaching to the strengths, needs, and goals of each coachee	1	2	3	4	5	Yes No		
9. I engage in continual self-reflection of my professional practices and how my practices influence the coachees' performance and outcomes.	1	2	3	4	5	Yes No		
SHARED GOALS AND ACTION PLANNING								
10. I work with coachees to assess and identify their strengths and areas for growth, based on needs assessment and other sources of data.	1	2	3	4	5	Yes No		
11. I support coachees in prioritizing goals for improvement/refinement of practices.	1	2	3	4	5	Yes No		
12. I write goals with coachees that are specific, observable, and can be completed within a specified amount of time.	1	2	3	4	5	Yes No		
13. I develop action plans with coachees that provide step-by-step procedures for meeting the coachee's goal.	1	2	3	4	5	Yes No		

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FOCUSED OBSERVATION								
14. During observations of coachees, I focus on specific practices related to the goal and action plan.	1	2	3	4	5	Yes No		
15. During observations of coachees, I gather data on the coachee's use of specific practices or child behaviors related to those practices.	1	2	3	4	5	Yes No		
16. I feel comfortable using support strategies (e.g., modeling practices, providing cues, role playing). I use these strategies only with the agreement of my coachees.	1	2	3	4	5	Yes No		
REFLECTION AND FEEDBACK								
17. I support coachees' ongoing reflection about progress on implementation of teaching or home visiting practices.	1	2	3	4	5	Yes No		
18. I provide supportive feedback to coachees about their implementation of practices.	1	2	3	4	5	Yes No		
19. I provide constructive feedback to coachees that supports refining or expanding implementation of practices	1	2	3	4	5	Yes No		
20. I ask questions that provide information and stimulate thinking in support of the coachee's learning and goals.	1	2	3	4	5	Yes No		

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