

The Coaching Competency Needs Assessment is a private reflection of your coaching skills and needs related to the Coaching Competency Practice Profile. You can use this tool to help guide you in developing personal coaching goals and facilitating conversations with your coach to inform professional development and coaching needs.

Directions:

- 1) Complete this form prior to the first coaching session of the year.
- 2) Bring the completed form to your individual coaching sessions to help inform conversations.



Coaching Competency Needs Assessment

Core Competency	Component	Level of Support Needed:	Rationale
		1=low 4=high	
Reflective Practice	Engaging in self-directed learning to build my coaching capacity	Choose an item.	Click here to enter text.
	Regulating and monitoring one's emotions and making intentional choices about when and how to share thoughts and feelings to maintain focus on the goals	Choose an item.	Click here to enter text.
	Stating the values, beliefs, and biases brought to conversations	Choose an item.	Click here to enter text.
	Intentionally seeking feedback and incorporating change in practice related to feedback	Choose an item.	Click here to enter text.

Core Competency	Component	Level of Support Needed:	Rationale
		1=low 4=high	
Change Facilitation	Looking at data and collecting information from multiple sources and diverse perspectives to inform continuous systemic improvement	Choose an item.	Click here to enter text.
	Identifying strengths, barriers and opportunities to leverage change	Choose an item.	Click here to enter text.
	Intentionally selecting strategies that seek out different or innovative approaches to leveraging opportunities and addressing barriers	Choose an item.	Click here to enter text.
	Intentionally seeking feedback and incorporating change in practice related to feedback	Choose an item.	Click here to enter text.
	Anticipating, recognizing and accepting resistance to change and proactively addressing it	Choose an item.	Click here to enter text.

Core Competency	Component	Level of Support Needed:	Rationale
		1=low 4=high	
Coaching Conversation Facilitation	Beginning conversations with a review of last action and ending with a new action	Choose an item.	Click here to enter text.
	Restating what one sees or hears and providing feedback	Choose an item.	Click here to enter text.
	Structuring a conversation to generate a commitment to action, ensuring alignment to goals	Choose an item.	Click here to enter text.
	Using questioning to clarify, extend and deepen thinking, exploring options, inviting diverse perspectives and drawing upon others' expertise	Choose an item.	Click here to enter text.
	Identifying the focus possibilities and obstacles in a conversation	Choose an item.	Click here to enter text.

	Listening with compassion and curiosity for the benefit of the speaker, assuming positive intent, without judgement or influence	Choose an item.	Click here to enter text.
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		1=low 4=high	
Communication Skills	Using asset-based and person-first language	Choose an item.	Click here to enter text.
	Using a variety of culturally and linguistically responsive communication methods including nonverbal messaging	Choose an item.	Click here to enter text.
	Leveraging others' strong emotions to maximize productive outcomes	Choose an item.	Click here to enter text.
	Facilitating a process with others to support strong communication loops	Choose an item.	Click here to enter text.

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		1=low 4=high	
High Leverage Strategic Action	Using data to create continuous improvement goals and action plans to improve student outcomes	Choose an item.	Click here to enter text.
	Working in alignment with the school or district strategic improvement plan	Choose an item.	Click here to enter text.
	Demonstrating skills in the use of:		
	<ul style="list-style-type: none"> Fidelity practices 	Choose an item.	Click here to enter text.
	<ul style="list-style-type: none"> Stages of development 	Choose an item.	Click here to enter text.
	<ul style="list-style-type: none"> Gradual release strategies 	Choose an item.	Click here to enter text.
	Reflecting on one's skills to respond to the needs of the client	Choose an item.	Click here to enter text.

Core Competency	Component	Level of Support Needed:	Rationale
		1=low 4=high	
Relationship Development	Maintaining the confidentiality of others	Choose an item.	Click here to enter text.
	Keeping commitments	Choose an item.	Click here to enter text.
	Encouraging others to speak about emotions to examine how their feelings and emotional responses affect interactions and work	Choose an item.	Click here to enter text.
	Demonstrating empathy and the assumption of positive intentions	Choose an item.	Click here to enter text.
	Demonstrating the ability to leverage individual ways of knowing as an asset to accomplishing goals	Choose an item.	Click here to enter text.
	Supporting others to create and maintain norms that foster a safe and supportive environment.	Choose an item.	Click here to enter text.
	Reflecting on one's skills to respond to the needs of the client	Choose an item.	Click here to enter text.
	Seeking and modeling equal partnerships	Choose an item.	Click here to enter text.
	Recognizing and repairing breaches in trust	Choose an item.	Click here to enter text.

Core Competency	Component	Level of Support Needed:	Rationale
		1=low 4=high	
Knowledge Base Development	Assisting others to identify and act upon their spheres of influence and control within their systems.	Choose an item.	Click here to enter text.
	Applying one's knowledge of culturally sustaining pedagogy by actively naming and standing up to oppression and engaging in conversations about it.	Choose an item.	Click here to enter text.
	Supporting others in a broad range of contexts to examine how their interactions and decisions perpetuate the status quo.	Choose an item.	Click here to enter text.
	Being fluent in a variety of coaching strategies and approaches and adjusting one's approach based on the needs of others.	Choose an item.	Click here to enter text.
	Identifying and explaining the importance of key components of the innovation or practice.	Choose an item.	Click here to enter text.