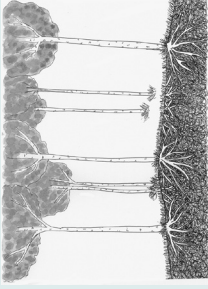
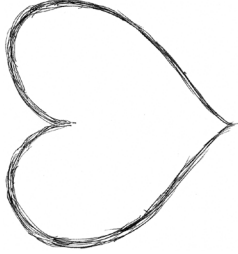


An Effective Instructional Coach is . . .

COLLABORATIVE

Summary Statement	Internalizing Collaborative	Synonyms	Visual
<p>I believe every person is of value and that students benefit, difficult challenges are overcome, and friendships are forged through meaningful collaborative work.</p>	<p>I embrace as important: the thoughts and opinions of others. I come to collaborative situations prepared and willing to share my best thinking. I understand that when I engage in focused collaborative work with my colleagues, great things can happen for students, and I can often find shelter and support as I face the challenges of teaching/coaching/leading.</p>	<p>partnership; cooperation; synergy; allies; support; relationships; teamwork</p>	 <p>Aspen trees Their roots grow together, creating greater stability, beauty, and longevity.</p>

CARING

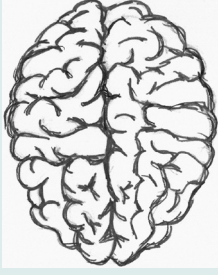
Summary Statement	Internalizing Caring	Synonyms/Specifics From Research (Frazier, 2014)	Visual
<p>I continually refine my motives, speech, actions, and heart so that I can genuinely care for those I coach.</p>	<p>The people I coach know and feel I am interested and invested in their growth and happiness. I show my love and caring in a variety of ways. I take the time to get to know the people I coach and provide personalized support that matters to them.</p>	<p>empathetic; loving; welcoming; gentle; encouraging; open; unselfish; kind; supportive; patient; sensitive; respectful; compassionate; understanding</p>	

(Continued)

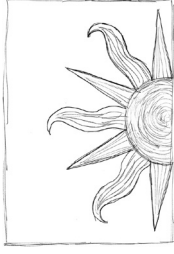
Retrieved from the companion website for *The Joy of Coaching: Characteristics of Effective Instructional Coaches* by Rebecca Frazier. Thousand Oaks, CA: Corwin, www.corwin.com. Copyright © 2021 by Corwin Press, Inc. All rights reserved. Reproduction authorized for educational use by educators, local school sites, and/or noncommercial or nonprofit entities that have purchased the book.

(Continued)

COMPETENT

Summary Statement	Internalizing Competent	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I know, understand, and apply current instructional best practices and coaching techniques.	The people I coach can trust that I am experienced, knowledgeable, and continually learning. They can count on experiencing professional growth through their committed efforts and my quality coaching.	knowledgeable; experienced; can provide ideas for next steps to better teachers' instructional practice; aware of and shares current data and research; respected resource	

AUTHENTIC


Summary Statement	Internalizing Authentic	Synonyms/Quote	Visual
I like who I am.	I strive to be congruent and consistent with my core values in thought, word, and deed. I seek to inspire those I coach with pure intention by regularly cultivating my highest thoughts and ideals.	real; genuine; credible; pure; true "In the last analysis, what we are communicating far more eloquently than what we say or do. We all know it." —S. R. Covey	

(Continued)


Retrieved from the companion website for *The Joy of Coaching: Characteristics of Effective Instructional Coaches* by Rebecca Frazier. Thousand Oaks, CA: Corwin, www.corwin.com. Copyright © 2021 by Corwin Press, Inc. All rights reserved. Reproduction authorized for educational use by educators, local school sites, and/or noncommercial or nonprofit entities that have purchased the book.

(Continued)

a QUALITY COMMUNICATOR

Summary Statement	Internalizing Quality Communicator	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I connect and empower.	The teachers I coach are empowered by the words I speak, my knowledge and preparation, my sincere desire to understand and help, and the consistent support I provide.	listens; creates a positive relationship; understands needs; clearly defines roles and work; uses positive, clear, and intentional language; gives specific feedback that clarifies; shares instructional strategies	

INSPIRATIONAL

Summary Statement	Internalizing Inspirational	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I desire and prepare to be an inspiring person.	I am dedicated to personal and professional growth and enjoy learning with and encouraging others. I spend time caring for my body, mind, and spirit so that I can function at my best. I smile, learn new things, and passionately and courageously go about my work. I strive to deliver joyful, inspired coaching by being humble, quick to laugh and celebrate, and by modeling enthusiasm. I tenaciously stand in service to and authentically believe in those I coach until the goal set is the goal met!	courageous; tenacious; passionate; encouraging; enthusiastic; humble; involved in school community; experienced; respected; lifelong learner	

(Continued)

Retrieved from the companion website for *The Joy of Coaching: Characteristics of Effective Instructional Coaches* by Rebecca Frazier. Thousand Oaks, CA: Corwin, www.corwin.com. Copyright © 2021 by Corwin Press, Inc. All rights reserved. Reproduction authorized for educational use by educators, local school sites, and/or noncommercial or nonprofit entities that have purchased the book.

(Continued)

FLEXIBLE

Summary Statement	Internalizing Flexible	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I can adapt and create positive change.	The teachers I coach and the colleagues I work with know they don't have to look, act, or think exactly like me to be accepted and respected. I tailor my coaching to individual teachers' needs and do not assume my past experiences will always be the right solution for their situation.	willing to look at alternatives; able to tailor instruction to a variety of situations; able to see multiple perspectives; culturally sensitive and aware	

TRUSTWORTHY

Summary Statement	Internalizing Trustworthy	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I can be counted on.	The teachers I coach know their reputations and their hearts are safe with me. I do what I say I am going to do.	integrity, confidentiality; honesty; ethical	

(Continued)

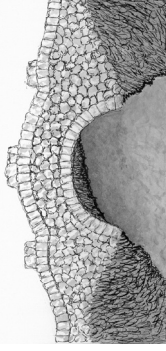
Retrieved from the companion website for *The Joy of Coaching: Characteristics of Effective Instructional Coaches* by Rebecca Frazier. Thousand Oaks, CA: Corwin, www.corwin.com. Copyright © 2021 by Corwin Press, Inc. All rights reserved. Reproduction authorized for educational use by educators, local school sites, and/or noncommercial or nonprofit entities that have purchased the book.

(Continued)

PLANNED

Summary Statement	Internalizing Planned	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I organize and facilitate teacher growth using a variety of quality tools and processes.	The teachers I coach are confident I will come to each coaching session with personalized resources and coaching structures that are relevant and meaningful. I use targeted data collection to inform individual coaching goals and to provide reportable feedback on coaching effectiveness.	collaboratively determines specific and measurable goals with timelines; prepares for individual coaching sessions; prioritizes needs using data; uses evidence-based strategies; utilizes quality coaching tools tailored to individual situations; references and reinforces content standards; checks in with teacher and follows up on action plans frequently	

able to provide MODELS

Summary Statement	Internalizing Models	Synonyms/Specifics From Research (Frazier, 2014)	Visual
I find ways to show teachers how to be successful.	As a coach, I am continually learning and looking for opportunities to refine my own teaching. I can and do provide modeling personally, through videos, co-teaching, observations of other teachers, and in other ways to show the teachers I coach what quality instruction looks like.	demonstrates excellent instructional practice; models rigorous analysis of instruction and self-reflection; embodies personal characteristics that lead to great coaching	 <p>Modeling shows teachers how to get from where they are to where they want to be.</p>

Characteristics of Effective Instructional Coaches, © Rebecca Frazier, 2018. Illustrations: Bobbie Halpenmy

Retrieved from the companion website for *The Joy of Coaching: Characteristics of Effective Instructional Coaches* by Rebecca Frazier. Thousand Oaks, CA: Corwin, www.corwin.com. Copyright © 2021 by Corwin Press, Inc. All rights reserved. Reproduction authorized for educational use by educators, local school sites, and/or noncommercial or nonprofit entities that have purchased the book.