Practice Profile Cover Sheet – Process Coaching | 3.15 Ohio SPDG

# The Purpose of the Process Coaching Practice Profile

The Process Coaching Practice Profile serves a dual purpose in Ohio. One purpose is to establish clear, explicit expectations for professional process coaching practices within Ohio’s improvement initiatives. The Practice Profile should be used by individuals and coaching partners to discuss current practices and set goals for continuous improvement. It is designed to be a guiding tool for the purpose of identifying strength and stretch areas in current practice.

The second purpose is to build a shared understanding of intended process coaching practices and to identify current implementation status of those practices at the district, regional, and state levels. Results are intended for continuous improvement and are not to be used as part of an evaluation process. Data compilations may be used for reporting purposes but will not be reported on an individual basis.

# The Role of Process Coaching

The process coaching function works to ensure implementation with fidelity while developing local implementation capacity.

* Ensuring implementation with fidelity means that individuals and teams acquire and improve the skills and abilities needed to implement a targeted set of practices with fidelity and generalize new practices to real world settings.
* Developing local implementation capacity means that individuals and teams develop a conceptual understanding of the core elements of the practices and processes and develop internal structures to implement these core elements with fidelity. It also means that everyone in the system implements process coaching practices in their daily work.

# The Process for Using the Coaching Practice Profile

Coaches should review the Coaching Practice Profile at least once a year, making adjustments needed to continue moving coaching practices toward targeted performance. The following process for utilizing the Practice Profile is designed to be reflective and help drive actions leading to improvement.

1. Review the target performance criteria (left column) and identify those that are representative of current practice. (Coaches can use highlighters to mark the profile. Green means the coach is completely practicing/implementing a specific criterion at the target level. Yellow means the coach is moderately practicing/implementing a specific criterion and Pink means the coach is not meeting the criterion.
2. Review the list of possible improvement areas (right column) and identify those that may need to be addressed to reach the target performance. For example, by checking the item “Increasing consistency in the use of data to improve coaching performance.” the coach is identifying the lack of consistent data use in current practice and that improvement in this area will lead to improvement in coaching performance. This section lists possible improvement areas but is not an exhaustive list. The coach may add areas they have targeted for improvement that are not already listed on the profile.
3. Prioritize targeted performance criteria that are not being fully implemented and record these in the middle column of the profile.
4. Identify 2-3 action steps that will address areas in need of improvement and increase the coach’s knowledge, skills, and habits of mind to reach the targeted performance. Record these in the middle column of the Profile.