

BayCES Coaching Model Coaching Cycle Planning and Reflection Tool

Name of School/Client/Project/Coaching Project _____

Six Questions about Coaching:

- 1- What am I coaching toward and who are the recipients?
- 2- What am I trying to influence?
- 3- How am I approaching it?
- 4- Why am I approaching it that way?
- 5- What evidence will I collect to show my recipients are getting it?
- 6- How will my recipients know they are getting it?

OBSERVE AND ASSESS

Outline (1) what you will observe and assess, (2) your method for doing so, (3) anticipated barriers to collecting this information, and (4) the data you hope to collect to inform your coaching

1.

2.

3.

4.

DEVELOPING A THEORY OF ACTION

Outline your priority coaching challenges based on your observations and assessment of your context. Determine the objectives you are working on (desired outcome).

Coaching challenges:

Objective:

- If I take this action . . .

- Then X will happen . . .

- And then the person being coached will . . .

- Which will lead to . . .

- And will result in . . .

ESTABLISH RELATIONSHIPS

Outline ways you intend to build a stronger relational bond with the person(s) you are coaching. List the behaviors and/or characteristics that YOU exhibit in this area.

- 1.
- 2.
- 3.
- 4.

ENROLL THE CLIENT

Outline the steps you or your organization takes to enroll the person you are coaching. List the objectives you and the person you are coaching need to agree upon. Write when and how you will know you have gained permission to coach towards the objectives you have identified.

- 1.
- 2.
- 3.
- 4.

COACHING INTERVENTIONS/ACTIONS

Outline the actual coaching practices you intend to employ to reach your objectives. Describe the coaching conversations you intend to have.

- 1.
- 2.
- 3.
- 4.

OBSERVE AND ASSESS

List the observable behaviors, characteristics, or sets of quantitative data you will use to determine the degree to which you have met your coaching objectives.

- 1.
- 2.
- 3.
- 4.