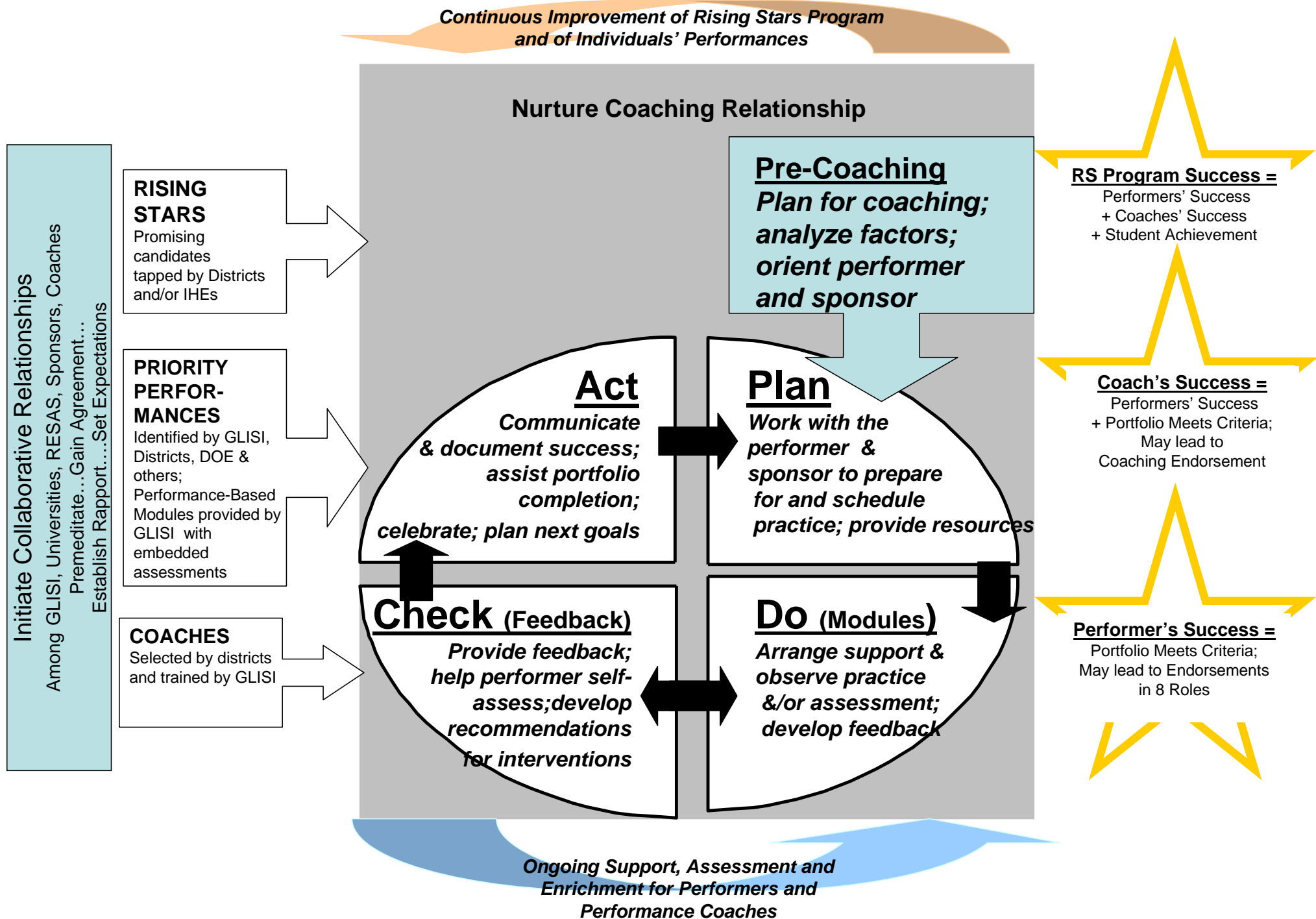
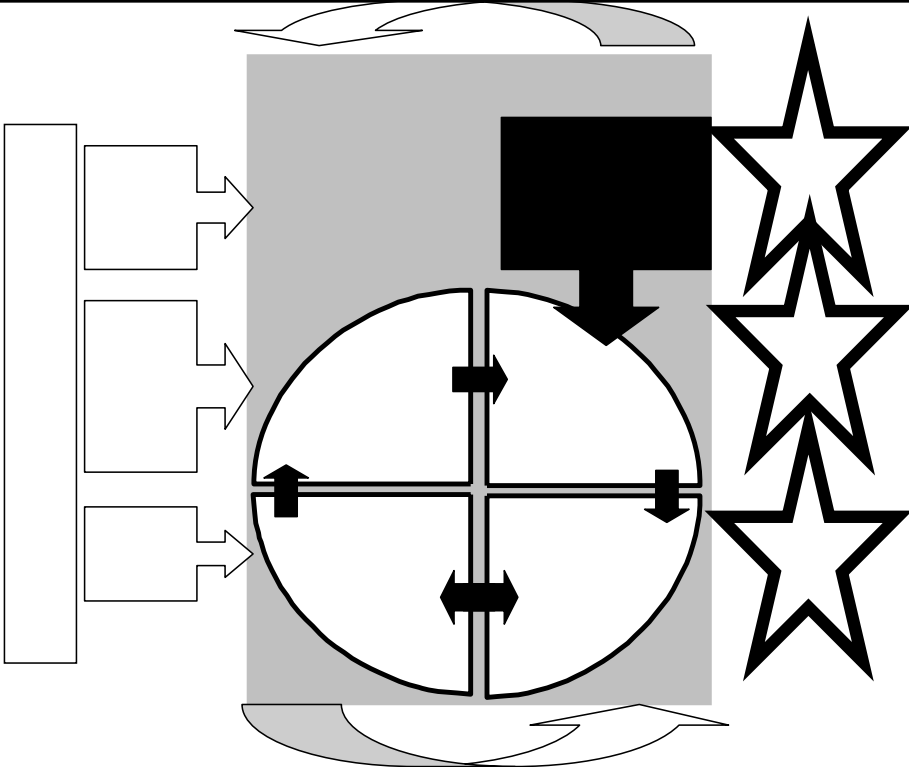


Leadership Preparation Performance Coaching Model

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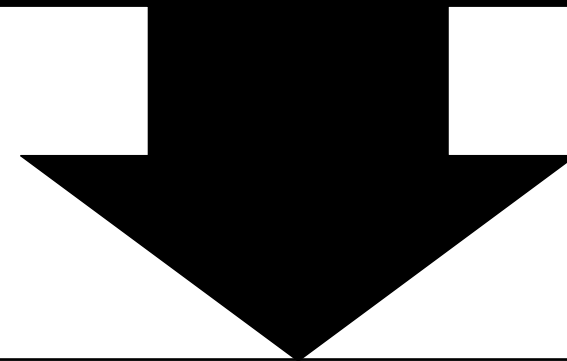


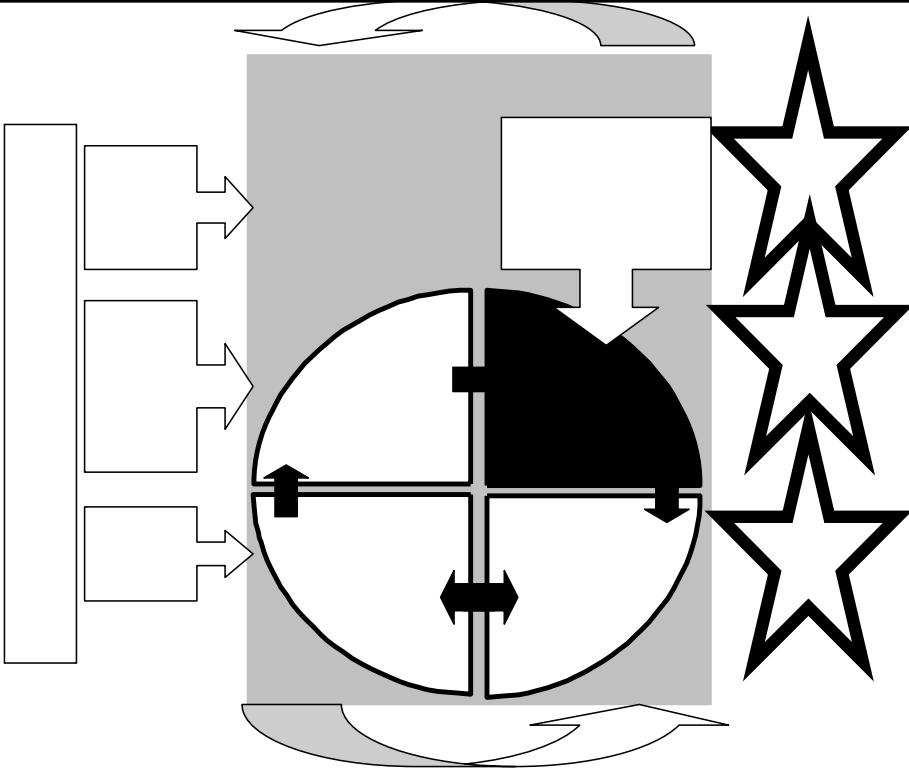


Pre - Coaching

Plan for coaching; analyze factors; orient performer and sponsor

- Review coaching assignment, profile, data
- Plan for Orientation Meeting
- Orient performer and sponsor to coaching process
- Analyze organizational performance factors
- Draft Individual Performance Coaching Action Plan (IPCAP)
- Address organizational barriers

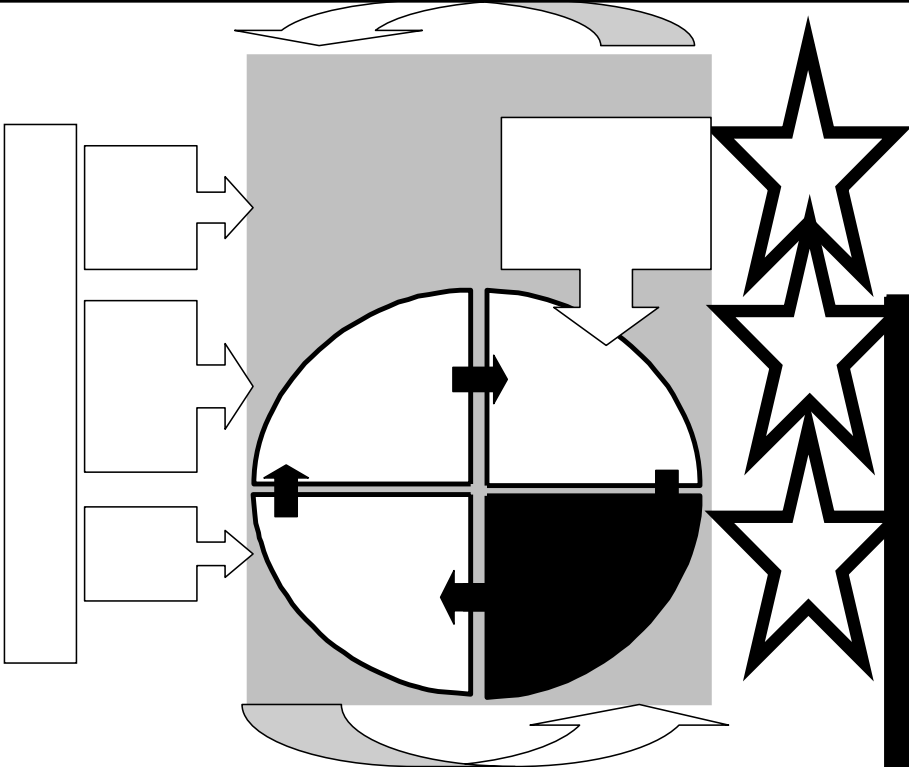




Plan

Work with the performer to prepare for and schedule practice; provide resources

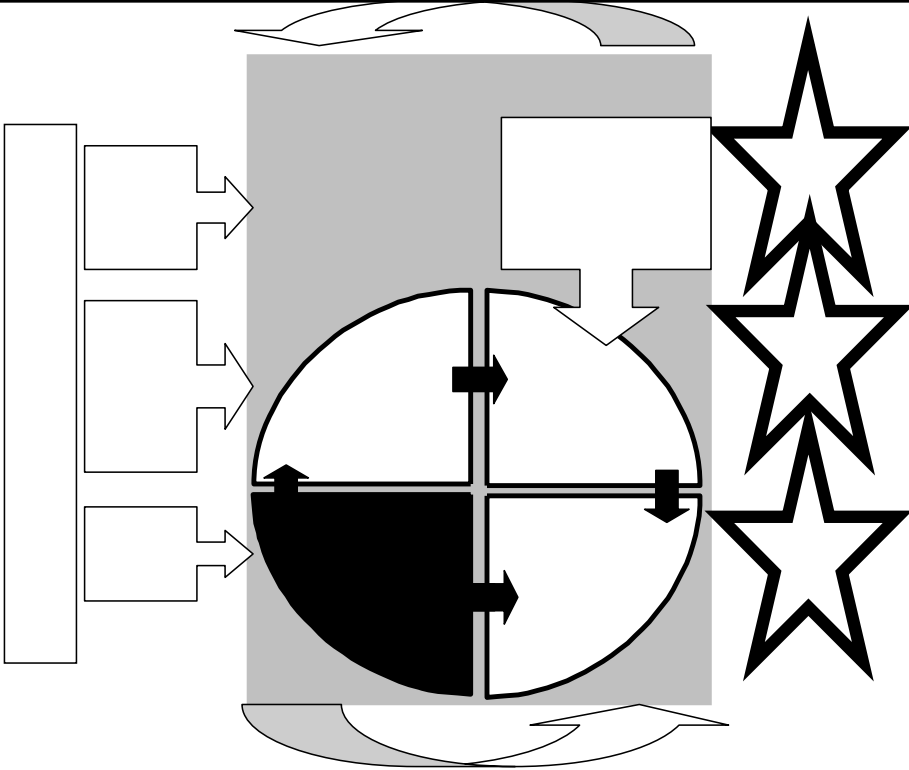
- Gain approval of the IPCAP
- Organize for coaching
- Schedule practice or final assessment
- Collect and prepare resources for the planning meeting for practice &/or final assessment
- Review priority performance for practice &/or assessment



Do (Modules)

Arrange support and observe practice &/or assessment; develop feedback

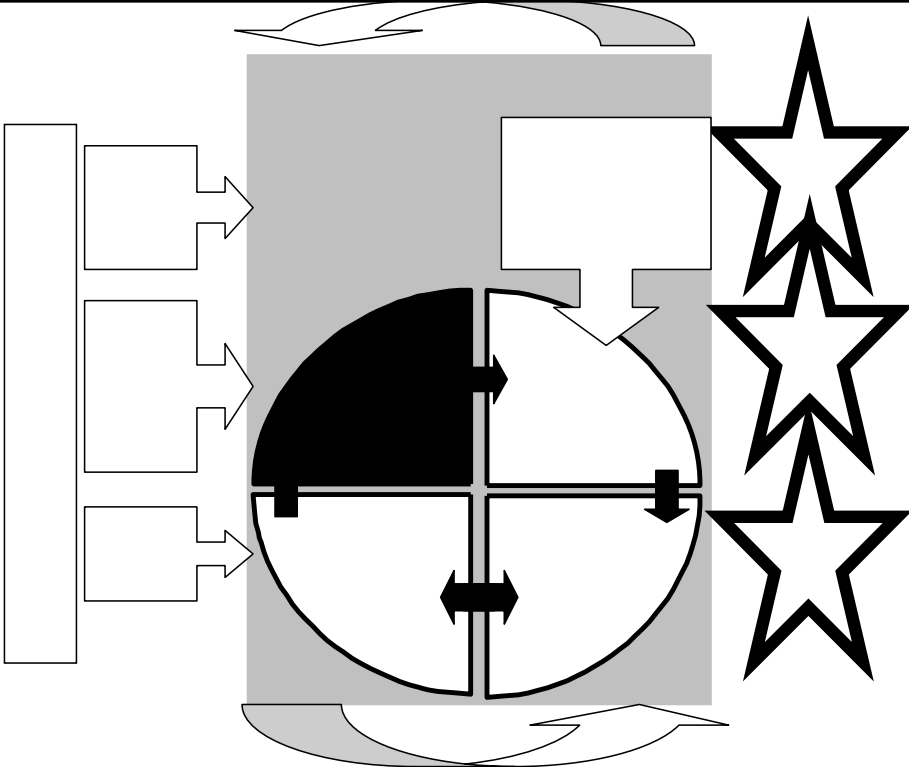
- **Organize for practice – arrange for materials and resources for practice or final assessment**
- **Review performance task with performer**
- **Review priority performance with participants in the practice or final assessment**
- **Observe practice/final assessment**
- **Collect and analyze participant Feedback forms & self-assessment**
- **Score performance & create**
- **written feedback**



•Check

*Provide feedback; help performer self-assess;
develop recommendations for interventions*

- Arrange the Feedback Session**
- Conduct Feedback Session using observation, feedback & self-assessment forms**
- Develop recommendations for performance interventions**
- Communicate recommendations**
- Direct performer to next steps**
- Debrief the process**



Act

Communicate and document success; assist portfolio completion; plan for next goals

Recognize and communicate completion

- **Provide portfolio entry information**
- **Schedule portfolio entry review**
 - **Review portfolio entry**
 - **Provide portfolio feedback**
- **Return portfolio for archiving and revision if needed**
- **Set goals and next steps with performer, sponsor, and district representative**
 - **Communicate status**
 - **Celebrate!**
- **Set next goals and next steps with performer, sponsor, and district representative**