RETAINING COACHES AND SUSTAINING PROGRAMS CHECKLISTS

PLAN FOR RETAINING COACHES

MAXIMIZE COACH ENGAGEMENT	☑
Collect data on the presence of a coach retention problem to use to inform the retention plan.	○
Identify opportunities for coach socialization with employees.	○
Identify systems of collaboration and support for coaches.	○
Identify practices around coach recruitment and role clarity.	○
Identify opportunities to support and enhance coach compensation and "rewards."	○
Identify issues around supervision of coaches that influence retention.	○
PROVIDE PROFESSIONAL LEARNING OPPORTUNITIES	☑
Ensure role clarity around what coaches do to aid in identified learning and training needs.	○
Assess coach needs for professional learning from the coaches' perspectives.	○
Assess coach needs for professional learning from the school or district perspective.	○
Develop a plan to provide ongoing professional learning experiences that are responsive to those identified needs.	○
Continuously evaluate the success of those professional learning experiences to determine future needs.	○
Encourage coaches to set their own goals for improvement and to identify their needs in hitting those goals. Provide resources to support those goals.	○

PLAN FOR SUSTAINING PROGRAMS

PLAN FOR SUSTAINING PROGRAMS CHECKLIST	☑
Consciously develop the professional culture.	○
Support the coaching champion.	○
Evaluate the coaching program continuously to make improvements.	○