

e2L Coach Rubric | Professional Learning Standards

Coaches support the growth of teachers and administrators as they transition to designers, facilitators, and leaders working on their craft through goal-setting, assessment and critical feedback using the eGROWE coaching model. See portfolio for evidence examples: <https://bit.ly/2KbaF9L>

[e2L Certified eGROWE Coach Requirements](#)

[e2L Certified Growth Catalyst Requirements](#)

C1. Culture

Cultivates and models a culture of growth

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Create and communicate your why / personal purpose and commitment to education and coaching and the aligned specific results	Assesses and guides coachees to create their why / personal purpose and commitment to education and the aligned specific results	Coaches coachees to consistently articulate and connect back to their why / personal purpose and commitment and the aligned specific results	Coaches coachees to provide opportunities for their learners to create a why / personal purpose and commitment to education and the aligned specific results
Strand 2	Assesses eSuite coaching data to identify opportunities for celebration of growth and areas of need	Utilizes eSuite coaching data to celebrate growth and respond to areas of need	Collaborates with leaders to implement a system for celebrating growth and responding to areas of need, as reported in e2L Studio coaching data	Collaborates with coachees to receive feedback and iterate the system for celebrating growth and responding to areas of needs

C2. Professional Learning Standards

Models and coaches the design and facilitation of applicable Professional Learning Standards (ex. SEL, ISTE, AASL, LRS, e2L, TTESS, TPESS, etc...)

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Identifies and explains the process of designing for applicable professional learning standards	Demonstrates mastery of designing for applicable professional learning standards	Coaches coachees to design for applicable professional learning standards utilizing the eGROWE coaching model	Coaches coachees to integrate the design of multiple professional learning standards
Strand 2	Identifies and explains the process for facilitation of applicable professional learning standards	Demonstrates mastery of facilitating applicable professional learning standards through modeling	Coaches coachees to facilitate the applicable professional learning standards utilizing the eGROWE coaching model	Coaches coachees to integrate the facilitation of multiple professional learning standards

C3. Process

Utilizes the eGROWE coaching process to consistently coach and provide support for coachees

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Collaborates with coachees to schedule individual eGROWE coaching conversations	Collaborates with coachees or project lead to calendar consistent eGROWE coaching conversations for the year	Collaborates with coachees and project lead to map eGROWE conversations, modeling, design time, and a professional learning schedule for the year	Iterates a mapping system for individual eGROWE conversations, opportunities for observation, modeling, design time, and professional learning bi-annually
Strand 2	Identifies opportunities to formatively assess coachees and how to respond to that data	Selects from opportunities and sequences formative assessments of coachees and response to that data	Calendars and communicates the formative assessment schedule with coachees and project lead and makes a plan for responding to that data	Collaborates with coachees and project lead to iterate formative assessment schedule and response to data bi-annually
Strand 3	Each eGROWE coaching standard is calibrated at the conventional culture level or above on the eGROWE rubric.	Each eGROWE coaching standard is calibrated at the collaborative culture level or above on the eGROWE rubric.	Each eGROWE coaching standard is calibrated at the synergistic culture level or above on the <u>eGROWE rubric</u> , 2+ times throughout the year.	Each eGROWE coaching standard is calibrated at the innovative culture level on the eGROWE rubric.

C4. Resources

Creates customized resources aligned to the professional learning standards and coaches others to utilize e2L, district, and technology resources.

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Analyzes the need for resources aligned to the professional learning standards	Uploads district resources aligned to the professional learning standards into e2L Studio to be utilized during coaching	Creates customized district resources on e2L Studio aligned to the professional learning standards	Coaches coachees to integrate resources into immersive, engaging and relevant coaching and training
Strand 2	Identifies and locates e2L, district, and technology resources	Assesses and guides others towards e2L, district, and technology resources	Coaches and models ways to utilize e2L, district, and technology resources	Facilitates professional learning opportunities for e2L, district and technology resources
Strand 3	Compiles list of favorite e2L Studio resources by creating a Learning Library in eSuite	Prepares physical copies of coaching tools such as the professional learning standards rubric and coaching timeline, as well as favorited resources (Bloom's, rubric, eGROWE coaching resource, etc.)	Plans for and prepares resources for individualized coaching conversations	Utilizes custom resources during the 'options' stage of the eGROWE coaching model

C5. Systems Thinking

Applies systems thinking strategies during coaching

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Seeks out and applies understanding of the coachee's context including district and campus non-negotiables and culture, to provide differentiated options	Asks questions to understand patterns of behavior, system pressures including competing initiatives, and local resources that make sense from the coachee's perspective	Applies understanding of context, culture, patterns, mental models, visual tools, and systemic structures to build trust and coach from an authentic, empathetic perspective	Engages others in systems thinking strategies to evaluate context and systemic structures to ensure solutions are scalable and sustainable beyond the coachee
Strand 2	Uses a systems perspective to understand challenges	Uses a systems perspective to help coachees solve challenges	Coaches coachees to use systems perspective in designing solutions	Coaches coachees to create elegant systems including evaluating and strategically abandoning systems that no longer serve a purpose

C6. Relationships

Cultivates relationships built on trust, proactive communication, and open conversations about growth

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Communicates clear expectations on the coaching process to coachee	Communicates proactively with coachee and leader on next steps and expectations for upcoming session prior to visits	Engages in consistent, face-to-face communication with all coachees and leader	Engages in consistent follow up communication with all coachees and leader after coaching sessions
Strand 2	Provides warm feedback to coachee in response to questions and requests for support/crit	Responds to support requests with authentic warm feedback and prioritized, constructive cool feedback that is aligned to goals for growth	Models the Coaching Crit Protocol when providing feedback to coachees that is aligned to goals for growth	Guides coachees to model the Coaching Crit Protocol process in other professional settings
Strand 3	Records coaching conversation to share with coach as evidence	Exhibits a growth mindset by watching and reflecting on coaching conversation videos to ensure that a 50/50 coach to coachee talk time ratio is being met	Practices a growth mindset by watching and reflecting on coaching conversation videos to set and share coaching goals	Models a growth mindset by seeking feedback from coachees to set and share coaching goals

C7. Life Ready Skills

Models Life Ready Skills, and coaches coachees to grow learners in the Life Ready Skills.

STRAND	1 Conventional Culture	2 Collaborative Culture	3 Synergistic Culture	4 Innovative Culture
Strand 1	Exhibits a desire for continuous growth in Life Ready Skills through setting personal goals and collecting evidence of growth	Communicates growth in Life Ready Skills through sharing out of progress	Demonstrates mastery of Life Ready Skills through consistent practice and modeling	Coaches adults to transfer and apply learning of Life Ready Skills, utilizing the eGROWE coaching mode
Strand 2	Models how to introduce Life Ready Skills to learners	Models how to reflect on and assess Life Ready Skills with learners	Coaches how to facilitate and track growth in Life Ready Skills with learners	Coaches how to collaborate with learners to create a Life Ready Skills endorsement and tracking system