

How does the tool help build your individual reflective capacity as a coach?

- it has **few but powerful questions** to reflect on
- It helps me **keep the Coaching Competencies front of mind**- to review before a meeting and reflect on after a meeting
- I **enjoyed** using them, but it was **extra work** for myself on top of doing logs for all my participants and for my class.
- I like that I can **use this to consistently reflect on the coaching competencies** and **keep those at the forefront** of my mind.
- It's **helpful to have specific questions** to reflect back on coaching visits. Having a tool **encourages a dedicated time and space for reflection**.
- It gives a pause to make you think
- I believe the tool **provides guidance for the coach to be aware of their presence** when coaching and to ensure that it is not about the coach but about the coach partner.
- If I could make this tool a part of my practice, maybe sit in the lobby or in my car and reflect right away, I could see this being a really helpful tool
- This tool is helpful as it **contains prompts for reflecting**.

What is helpful about the tool? Be as specific as possible.

- The layout is perfect- **visually clear, short to make it user friendly, and a section to add notes so when I go back and read I have specifics of my actions/words**
- **The questions at the end. I particularly liked those.** The beginning questions were not as important to me. I have participants from other coaches and they are all at different places in this journey.
- It's helpful that they are all related to coaching competencies. I like the space for notes. I also like the reflective questions at the end.
- I like how it's split by coaching competencies. It helps connect the reflection questions to the competencies. I also like the reflection questions to consider at the bottom.
- It might be a good once a month check in. The questions don't fit in each session you meet with a coachee.

How would you recommend the tool be improved?

- None at this time. I will build intentional time to use it this month after a few meetings and see how it works for me!
- Maybe **not have as many questions at the beginning**.
- I wonder if we **add something at the end about reaching out and connecting with other coaches or colleagues for support, reflection, debrief or next steps**. I think connecting with colleagues is so important in this work. For example it might say, Do I need to reach out to anyone for support, reflection, debrief or next steps?
- The **Yes, No, NA takes up a lot of space**. It would be nice if it was **moved into one column** and the **notes section was expanded**. I also think it could be nice to change "notes and examples of how this was shown" to something like notes, wonderings, examples, or

thoughts for next time. The way it is now, feels slightly performative and assessment based vs. a reflection tool

- More relationship questions fewer broad establishing a relationship
- It would be great to see this be in a survey type file where the results could be sent to myself without having to make a document and decide where I am going to send it and how I'm going to complete it. Surveys are nice because they can be done on a phone.
- I do wonder in the reflective questions to consider could we add a couple related to culturally responsive practices to further allow the coach to intentionally focus on their anti-bias awareness of their practice.
 - This could add value to post reflection and spark thoughts and questions of oneself to ensure they are relating to their coach partners in a way they are seen, heard, and respected.
 - Maybe something on the lines of: Was I responsive to any linguistic or needs for adapting our coaching session?
 - How can I ensure that my coach partner experiences that I see them and respect them as thought partner during our sessions?
 - How was I able to help my coach partner understand or identify their own biases? Was I able to connect my coach partners culture, background, and their experiences within or coaching session?
 - Have I asked my coach partner what is their preferred pronoun(s)?
 - How can I understand the cultural view of my coach partner's work?

Please elaborate on why or why not you intend to use the tool.

- My answer is maybe (but wasn't an option). I will try the tool to see how it feels and how it supports my reflection. In it's current form it **feels more assessment based and I would like to use it as more of a self-reflection tool.**
- I like the tool and want to give it an honest try and use it.
- I have been wanting to have planned reflection time after coaching sessions and this will really help guide that and keep me accountable as well.
- I will use it when I remember and have time, but after every visit right now is way to much for me.
- **Takes A LOT of time. Doesn't fit those established relationships.** Had to print it off so that I could fill it out on the go.
- Yes, I find value in this tool and I appreciate our state's efforts and ongoing improvement with supporting coaching across our state. Thank you RCT for creating an environment for continued growth and development for us all.
- I want to use the tool to self reflect and plan. I **wish that I was paid for prep, reflection, and planning for next visit.** I hope this can be quickly completed and help to remind me later of how I was feeling directly after the visit.
- Support reflection which as a coach I don't always take the time to grow my practice.
- To identify my strengths and most importantly improve my coaching skill set

Email feedback received

- My feedback is to include an option for Sometimes or Somewhat , not just Yes NO since it is not always completely or never.
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