

## Evaluating the Use of Instructional Coaches

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Evaluation is a key component in any intervention or new initiative. It is imperative for schools or districts that employ instructional coaches to have method of evaluating the success of the use of instructional coaches. Since the use of instructional coaches is a relatively new concept, many districts may be struggling with this component as there are few resources available on the topic and no clear guidelines established. Many districts are still in the beginning phase of establishing a system of evaluation for instructional coaches and their effects on student achievement.

### Methods of Evaluation

There are a multitude of methods available to evaluate the use of instructional coaches. Listed below are a few methods that are being used across the nation.

- Surveys or Checklists – Collect feedback from teachers as to what worked well, what areas need improvement, and other suggestions for making improvements.
- Rubrics – Outline a set of standards and then measure each one annually as a method of evaluating instructional coaches.
- Models of Evaluation – A model designed to measure the outcomes of instructional coaches.
- Self-Assessments – Help instructional coaches reflect on their strengths and weaknesses to help make improvements and determine future professional development needs.
- Review of Data – Collect data that can link coaching to student achievement gains or teachers' professional growth and measure the impact.

### Resources

- A sample survey to gather information from staff regarding instructional coaches can be accessed at [www.alabamapepe.com/specialist/InstructionSpecialistSurveyFaculty.doc](http://www.alabamapepe.com/specialist/InstructionSpecialistSurveyFaculty.doc).
- A tool called the “Cluster Coaching Program Model” which is designed to measure the short-term and long-term outcomes of instructional coaches can be accessed at [www.fcps.edu/plt/ic/howic.htm](http://www.fcps.edu/plt/ic/howic.htm).
- The University of Kansas Center for Research on Learning has a wide array of resources on instructional coaches, including a toolkit with observation forms, reflection sheets, and effectiveness checklists to help measure the success of using an instructional coach. These resources can be accessed at [www.instructionalcoach.org/tools.html](http://www.instructionalcoach.org/tools.html).
- The Literacy Coaching Clearinghouse has a tool entitled “Self-Assessment for Middle and High School Literacy Coaches” available on their website at [www.literacycoachingonline.org/library/resources/self-assessmentformshsliteracyinstructionalcoaches.html](http://www.literacycoachingonline.org/library/resources/self-assessmentformshsliteracyinstructionalcoaches.html).