



SISEP

State Implementation and Scaling-up
of Evidence-based Practices

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SISEP eNote

Using Coaching Effectiveness Data

How can we use data to evaluate coaching effectiveness and continuously improve coaching supports?

Effective Coaching

Coaching is a process that supports and transfers knowledge and skills gained during professional learning, workshops, or training events into practice in everyday use. If our coaching is effective, we should see:

- increase in teams' capacity to develop infrastructure, processes, & procedures to support sustained use of an innovation (systems coaching);
- increase in staff capacity to utilize effective practices (related to academic instruction, behavior, social-emotional supports, interventions, etc.) in schools (content/practice/instructional coaching); and
- socially significant outcomes for students

Using Data to Determine Effectiveness

Using data to determine the effectiveness of and make improvements to coaching supports is key to providing the support necessary for teams and educators to be successful.

**Data sources to evaluate and
improve our coaching supports**

Capacity
(e.g., capacity
assessments)

Fidelity
(e.g., observations,
permanent products,
adherence reports)

Satisfaction with
coaching supports
(e.g., surveys)

Documentation of
coaching supports
provided
(e.g., coaching logs)

Student outcome
(e.g., surveys,
assessments,
discipline data)

Example from Practice

Click the button below for an example of how implementation teams use data.

[See Data Use Example](#)

Prepare to use coaching effectiveness data

It's critical to not only evaluate the overall effectiveness of our coaching, but also utilize the data to continuously improve. When examining effectiveness:

- use multiple data sources in combination to identify areas for improvement
- use data that is easy to collect but is also as specific as possible to inform next steps

Resources

- [Coaching Series on the Active Implementation Hub:](#)
- [Coaching Overview Module](#)
- [Coaching Behavior Module](#)
- [Continuum of Coaching Supports Module](#)
- [Implementation Drivers: Coaching](#)

News from SISEP

The [Coaching Series on the Active Implementation Hub](#) won a 2019 [Brandon Hall Group](#) Silver Award for Excellence in Learning and Development!





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