Coaching as a System of Support

Coaching is a **process** that supports the **transfer** of learned **skills** to everyday use with fidelity. Coaching shapes skills and behaviors by focusing on improving **precision, fluency, generalization**, and **adaptation** in use across settings, recipients, and time, while **maintaining fidelity** to the practice.

Think back to when you learned to drive. Was time in the classroom or reading the Drivers' Ed manual enough for you to become a safe and responsible driver? Or, did you need time "behind the wheel" with an experienced individual who supported you when you encountered situations that were not discussed in class or covered in the manual? Most likely, there was someone (e.g., a coach) who sat at your side as you used your (book) knowledge and skills in "on the road" driving.

In our work, we use coaching as the process to support learning how to use new practices to drive systems change work. In short, coaching fills the gap between *learning* well and *doing* well.

Coaching is a set of behaviors

Coaching is not a title or a position but comprised of a set of behaviors that support transfer of learned knowledge and skills into everyday use.

Driven by Data

Coaching is driven by data that document areas of focus (e.g., accuracy, fluency, generalization or adaptation) and support needed (high, moderate, low).

Fades over Time

Coaching never ends but fades over time with a continuum of support tied to data related to use of skills (e.g., fidelity data).

Performance Feedback

Coaching conversation is focused on delivering performance feedback that support adult behavior change and use of skills in applied settings.

Collaborative

Coaching is based on collaborative efforts that develop self reflection and self sufficiency in the coaching recipient.

Continuously Evaluated

Coaching continuously evaluated for effectiveness and efficiency.

Coaching of Coaching

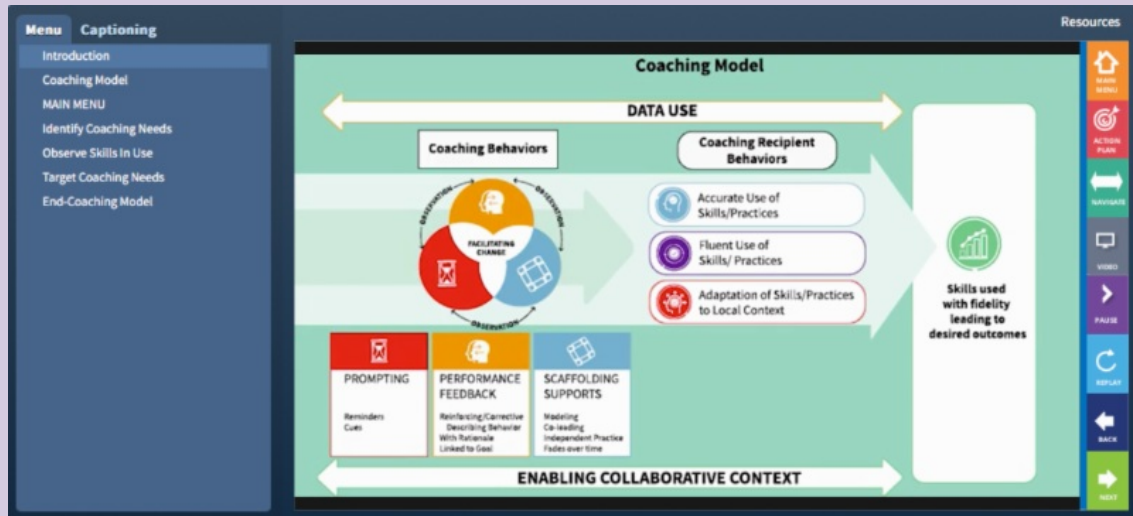Individuals providing coaching need support (e.g., coaching of coaching) too!

Focuses on Individuals and Groups

Coaching can focus on providing support to individuals or groups of individuals such as Implementation Teams.

Check it out!

Our new coaching series is being launched on the Ai Hub. Check it out as you take part in an interactive journey that unpacks skills, practices, and conditions that research highlights as critical in supporting use of practices, processes, and change efforts. **Safe driving!**

Click to go to Ai Hub

Other Coaching Resources

- Coaching as a driver of implementation
- Coaching mini lesson
- Coaching Action Plan
- Coaching System Development Worksheet
- Coaching System Development Plan
- Coaching "Look Fors"

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