

Key Characteristics of Successful Instructional Coaches



A successful instructional coach possesses a blend of instructional expertise, interpersonal skills, and a commitment to continuous improvement. Some candidates may not have coaching experience, but may still exhibit the characteristics and skills of an effective coach listed below:

Characteristics:

- **Empathetic:** Understands and respects teachers' perspectives and challenges.
- **Trustworthy:** Establishes strong, trusting relationships with teachers and staff. Data
- **Focused:** Analyzes and uses data to inform instructional material, improve student outcomes, and evaluate impact.
- **Team Player:** Works well with other instructional coaches, administrators, and support staff.
- **Problem Solver:** Finds creative solutions to instructional challenges.
- **Flexible:** Adapts to changing educational environments and needs.
- **Resourceful:** Finds creative solutions to instructional challenges.
- **Self-Reflective:** Accepts feedback from colleagues, supervisors, and other stakeholders.

Skills:

- **Content Mastery:** Understands the science of reading and evidence-based practices; teaching of Tier I, Tier II, or both; and installation and use of effective behavior practices in classroom settings.
- **Effective Communicator:** Offers actionable, specific, positive feedback and constructive support while avoiding evaluative responses.
- **Model of Best Practices:** Demonstrates effective teaching strategies and classroom management techniques.
- **Change Agent:** Supports and motivates teachers to embrace and implement change.
- **Natural Leader:** Guides teachers towards adopting best practices and innovative strategies.
- **Excellent Time Manager:** Manages time effectively to develop and meet timelines for completion of projects, tasks, and activities.
- **Multi-Tasker:** Manages multiple projects at once.