**SABES Program Support PD Center**

**Educator Growth and Effectiveness Model**

**Guidance for Selecting a Coach**

An effective EGE coach has demonstrated competence in the relevant content area and demonstrated skill in supporting growth in others. Programs can use the guidance below to identify potential EGE coaches. If programs have no such candidates, they can request a coach from SABES. An effective EGE coach:

**Has Content and Andragogical Mastery**

* Has experience teaching in an adult education context; teaching practices apply and demonstrate an understanding of adult teaching and learning theory
* Has demonstrated effective, evidence-based teaching practices in the relevant content area
* Has an advanced degree in the content area and/or has attended SABES (or other) training in their content area to build deep content and andragogical knowledge and to stay current with effective practice on state standards, curriculum policies, and the Proficiency Guides (PGs), e.g.:
  + Math: CALM Orientation, Making Sense of Proportional Reasoning
  + ELA: Evidence-based Reading (EBRI) and Writing Instruction
  + ESOL: Comparable to those required of a TESOL certificate or Master’s degree, such as second language acquisition; ESOL instruction, lesson planning, and assessment; the components of language; and cultural competence
* Has taken the relevant content PG Self-Assessment and can reflect on own strengths and needs

**Demonstrates Active Listening**

* Demonstrates active listening by paraphrasing and clarifying
* Asks authentic questions to elicit thinking and demonstrate genuine interest

**Effectively Communicates and Elicits Thinking**

* Provides effective feedback to others:
* Offers nonjudgmental, specific feedback
* Focuses on evidence of change in teacher practice and student learning
* Invites multiple interpretations of data
* Has demonstrated the ability to explain own instructional decision-making

**Creates an Open, Supportive Climate for Communication**

* Shows respect for varied perspectives
* Demonstrates a willingness to revise thinking
* Regularly engages in PD activities and reflection to promote own professional growth

**Unreliable Characteristics of an Effective Coach**

* Years of experience
* Popularity with peers
* Compliant support without thoughtful analysis for new initiatives