“Nothing is born in this world without labor.”
- Rob Liano

Why
...because the move from compliance to engagement is necessary for real improvement
• Change is hard
• Excuses are viral

What
The Coach’s role in an indicator-based, continuous improvement process is always to:
• build the capacity of the district or school team to function within a culture of candor
• help teams accurately determine the level of implementation of effective practices and provide sound evidence
• strive toward universal and consistent practice
• when helping the Leadership Team understand the meaning of each indicator
• gathering information necessary for an accurate assessment of current practice relative to the indicator
• offering suggestions for good plans
• monitoring results until the team is assured that the practice is fully implemented across the district or school

How
Basic Guidelines for a coach include:
• Ensure Effective Teaming; reinforce logistics— scheduling meetings and good team practices
• Reinforce the Indistar® Work
• Support the Leadership (superintendent, principal, process managers)
• Routinely Enter Coaching Comments and Periodic Reviews
• Help Team Integrate Programs
• Promote Inclusion and Transparency

www.indistar.org Resources >> Documents / Powerpoints / Training Modules
Don’t forget these important qualities of a coach...

✓ Self-responsible and self-challenging
✓ Good listener
✓ Comfortable with discomfort
✓ Willing to take risks and make mistakes
✓ Good model for respect and partnership
✓ Non-defensive
✓ Continual learner
✓ Ability to clarify vision and concepts
✓ Consistent
✓ Pioneering spirit and long-term perspective
✓ Dialogues with colleagues
✓ Encourages others
✓ Facilitates involvement of others

Ideas & Notes: