

Due East Coaching Protocol

Coaching Relationship:

The purpose of an equity coaching session (or sessions) is to offer probing questions for personal reflection as well as suggestions, feedback, and guidance in working toward educational equity. While equity coaching is not prescriptive, the goal is to increase equity in the participant's practice and organization. An effective coaching relationship is dynamic, honest, trusting, encouraging, and action- and accountability-oriented.

General Guidelines for Coaching Sessions:

1. Identify area of focus for individual session or longer-term coaching plan
 - Systems change/program planning
 - Critical incident responses
 - Staff-to-staff interaction(s)
 - Staff-to-student/family interaction(s)
 - Resource Identification
 - Curriculum creation/implementation or review
 - Feedback on writing/formal communications
 - Other
2. Reflective questioning and conversation
 - Utilizing an Equity lens:
 - Who benefits within the existing policy, procedure, practice, decision, or situation?
 - Who is disadvantaged by the existing policy, procedure, practice, decision, or situation?
 - How can you make adjustments or influence others to expand benefit and minimize disadvantage?
 - What resources are available to expand equity?
 - What resources are needed to expand equity?
 - Whose perspective is minimized and should be elevated?
 - Probing beliefs/mindset
 - Reflecting on practice
 - Listening for potential, facts, and feelings
 - Illuminate blind spots
 - Other areas as needed
3. Plan for next steps
 - Action-oriented
 - Exploring possibilities
 - Manageable, yet effective
 - Grounded in growth- and assets-mindset
4. Check-in for accountability
 - Follow-up
 - Adjust plans as needed

