

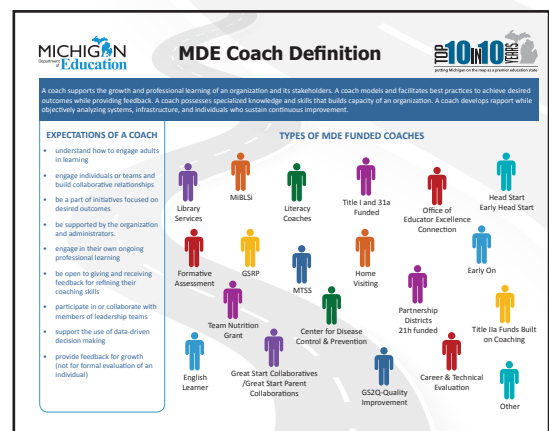
# MICHIGAN DEPARTMENT OF EDUCATION COACH DEFINITION

## ABOUT

The following definition and expectations provides the Michigan Department of Education (MDE) with a foundational definition for all individuals hired as a coach with state or federal funding sources administered under MDE. It is expected that specific coaches would require additional expectations to those outlined in this definition.

## DEFINITION

A coach supports the growth and professional learning of an organization and its stakeholders. A coach models and facilitates best practices to achieve desired outcomes while providing feedback. A coach possesses specialized knowledge and skills that builds capacity of an organization. A coach develops rapport while objectively analyzing systems, infrastructure, and individuals who sustain continuous improvement.



## EXPECTATIONS OF AN MDE-FUNDED COACH

Coaches are expected to:

- understand how to engage adults in learning.
- engage individuals or teams and build collaborative relationships.
- be a part of initiatives focused on desired outcomes.
- be supported by the organization and administrators.
- engage in their own ongoing professional learning.
- be open to giving and receiving feedback for refining their coaching skills.
- participate in or collaborate with members of leadership teams.
- support the use of data-driven decision making.
- provide feedback for growth (not for formal evaluation of an individual).

See the [visual representation](#) of the MDE Coach Definition.

## RESEARCH CITATIONS

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