



# VTS Certified Coach Rubric

	<b>NOVICE</b>
<b>Elements</b>	<p>Coach does not use the VTS coaching pathway, suggested questions or paraphrasing methods to support the facilitator in reflective practice.</p> <p>Coach might...</p> <ul style="list-style-type: none"><li>• use direct instruction techniques used to identify mistakes or missing elements of facilitation.</li><li>• ask questions for the purpose of identifying or highlighting mistakes.</li><li>• use paraphrase or talking space to highlight errors or missing elements of facilitation.</li></ul>
<b>Reflection &amp; Understanding</b>	<p>The coach does not identify strengths and opportunities for growth in a facilitator's practice.</p> <p>The coach's intention appears to be focused on what went wrong in the facilitation as opposed to highlighting strengths and strategically guiding reflection around moment(s) for growth. Alternatively, the coach only focuses on what went well.</p>
<b>VTS Facilitation</b>	<p>To be a strong VTS Coach one must be skilled facilitator. VTS Certified Coaches are required to have VTS Certification in Facilitation. Find application requirements &amp; process information @ <a href="https://vtshome.org/certification/">https://vtshome.org/certification/</a></p>



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	<b>PRACTICED</b>
<b>Elements</b>	<p>Demonstrates SOME facilitation skills &amp; application of the VTS Pathway in coaching sessions. Skills might include: time management, paraphrasing, strategic questioning, providing feedback &amp; active listening. Coach does not have specific examples to share from the image discussion. Coach does not demonstrate active listening in sessions – does not refer back to questions or considerations of the facilitator.</p>
<b>Reflection &amp; Understanding</b>	<p>Coach has some awareness of goals of coaching; ie, self-awareness and individual agency but demonstrates limited skill in achieving these goals. Overall the coaching is more didactic and coach-centered. Coach attempts to prioritize aspects of facilitation to focus on in coaching session but is unable to articulate rationale OR rationale reinforces coach-centered perspective &amp; not the best opportunity for facilitator to grow.</p>
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# VTS Certified Coach Rubric

## CERTIFIED

<b>Elements</b>	<p>Coach demonstrates facilitation skills in coaching sessions including: time management, paraphrasing, strategic questioning, providing feedback &amp; active listening. These skills are demonstrated in the following ways:</p> <ol style="list-style-type: none"><li>1. Complete the pathway in a coaching session in a manner that support the environment of VTS coaching and the growth of the facilitator</li><li>2. Notetaking or other strategy sufficient to provide specific examples to support coaching</li><li>3. Prioritizing facilitators voice - Giving the facilitator the last word/idea</li><li>4. Prepare facilitator for coaching – ensuring the process is transparent &amp; the facilitator knows what to expect &amp; understands the intention of coaching</li></ol>
<b>Reflection &amp; Understanding</b>	<p>A VTS Certified Coach ... Asks critical questions for the purpose of identifying or highlighting strengths OR providing the opportunity to analyze method. Skillfully employs a range of teaching methods including: direct instruction when appropriate, questioning skills, &amp; student-centered facilitation.</p> <p>Articulates coaching choices made in terms of how the question asked OR the paraphrase framed OR the example shared might benefit the facilitator’s learning &amp; practice.</p> <p>Identifies strengths in facilitation &amp; opportunities for growth in the facilitator’s choices. Then prioritizes specific elements for coaching sessions to support the integrity of VTS image discussions.</p> <p>Demonstrates an understanding how the facilitator can learn from reflection. Uses active listening to revisit facilitator goals and observations from the lesson when possible.</p> <p>Understands the environment of coaching to support learning Understands the elements that support the environment &amp; the learning</p>
<b>Facilitation</b>	<p>VTS Certified Coaches are required to have VTS Certification in Facilitation. Find application requirements &amp; process information @ <a href="https://vtshome.org/certification/">https://vtshome.org/certification/</a></p>