

Instructional Coaching Endorsement

Competencies & Requirements to Earn this Endorsement

Purpose

This endorsement is intended to recognize the efforts and capacity for educators to engage in effective, job-embedded professional learning facilitation that improves practice and impacts positive student outcomes. Those who earn this endorsement have engaged in experience and professional learning to strengthen their ability to build educator practice that will support the success of students, educators, schools, and districts.

Prerequisites

To be eligible for this endorsement, candidates must meet the following prerequisites:

- At least 5 years of classroom teaching experience or equivalent
- Instructional coaching experience or school level teacher leadership experience
- Experience providing instruction and professional learning to adult educators
- 3 consecutive years of effective or higher rating on UETS according to LEA rating system or equivalent
- At least 1-year Full-Time Employment in the Utah education system

Endorsement Requirements:

The Instructional Coaching Endorsement has the following 5 competency areas:

Foundations of Instructional Coaching

A Quality Instructional Coach

- Utilizes the Utah State Board of Education (USB E) coaching model which includes, Pre-partnership, Collaborative Planning, Implementation, Reflection, and Follow-up
- Professionally supports teachers in creating and accomplishing goals aligned with the vision and expectations of the school and district through high-quality coaching practices
- Effectively improves student outcomes through building the capacity of the educators to use best practices to meet student needs
- Builds trusting relationships through clear communication that is non-threatening and objective
- Effectively listens and communicates through asking probing and reflective questions
- Can help teachers to analyze and utilize data to shift instructional decision making and practices
- Understands the differences between elementary and secondary student development and elementary and secondary pedagogy

Adult Learning Theory

A Quality Instructional Coach

- Understands deeply and effectively implements the Utah Professional Learning Standards into professional learning plans and priorities to ensure impact for students through increased capacity for effective teaching and learning.
- Applies effectively the theories of adult learning theories in coaching and professional learning
- Recognizes and support the stages of educators' development and helping to identify and build their level of self-efficacy to increase effectiveness
- Understands and applies theories of change that encourage growth mindset and professional progress
- Designs and facilitates professional learning using adult learning theory- effectively honors experience and differentiates coaching and professional learning to meet the needs of educators

Instructional Design and Assessment

A Quality Instructional Coach

- Models effective instructional design theories such as backwards design, universal design for learning, explicit instruction, inquiry, and/or collaborative learning
- Facilitates and guides alignment of instruction and assessment to state standards and competencies
- Uses technology effectively to engage teachers in professional learning and in data-driven instruction
- Understands assessment designs and the different modalities of assessing students
- Facilitates data analysis of different formative and summative assessments to inform instruction

- Models and facilitates instructional planning through intentional pacing, alignment to frameworks, and mapping out concepts to ensure that an effective sequence is followed
- Utilizes a strong knowledge of evidence-based resources to evaluate them to meet the needs of students and uses it to identify options for differentiation and tiered instruction
- Encourages students to engage in self-reflection through modeling and supporting educators to use this practice

Strategies for Effective Instructional Delivery

A Quality Instructional Coach

- Shares current research on best and most effective strategies supported by Local Education Agency (LEA) for delivery and engagement
- Collects data and shares strategies to help educators increase student engagement, motivation, and participation promoting effective, positive classroom management
- Has a deep knowledge of Utah's Effective Teaching Standards

Effective Leadership and Collaboration

A Quality Instructional Coach

- Fosters positive, productive relationships with all stakeholders that allow for effective collaboration
- Effectively creates an alignment of state, district, school, team, and individual goals for educators
- Advocates for and models equity across all practices
- Advocates for and models self-advocacy by educators and students
- Facilitates critical conversations and conflict resolution
- Engages in continued learning, growth, and reflection on instructional coaching practices

Overview of Requirement Areas and Approved Competency Paths to the Instructional Coaching Endorsement

Requirement Area (Aligned Area Competency hyperlink to more details below)	Approved University Course (or USBE Credit course offered by authorized LEA-programs) <u>Evidence:</u> If this option is used the application must include a transcript for each course below	Microcredential Stack (Available to those who have been an Instructional Coach for at least 3 years) <u>Evidence:</u> If this option is used the application must include the PDF copy of the MIDAS Transcript for each stack listed below	Other Approved Competency Path
1. Foundations of Instructional Coaching	Foundations of Instructional Coaching	Foundations of Instructional Coaching Microcredential Stack	n/a
2. Adult Learning Theory	Adult Learning Theory	Adult Learning Theory Microcredential Stack	n/a
3. Instructional Design & Assessment	Instructional Design & Assessment	Instructional Design & Assessment Microcredential Stack	Current National Board Certification
4. Strategies for Effective Instructional Delivery	Interview Evidence Demonstration Signed by Supervisor (see Requirement Area #4 below)	High-Leverage Practices Microcredential Stack	Current National Board Certification
5. Effective Leadership & Collaboration	Evidence Review Signed by Supervisor (see Requirement Area #5 below)	Teacher Leader Microcredential Stack	Utah Teacher Fellow Membership (Current or Alumni) Utah Teacher Fellowship through the Hope Street Group

Supervisor Verification Forms

- [Prerequisite Verification for Application for the Instructional Coaching Endorsement - ALL Applicants](#)
- [Requirement Area #4 Competency Verification by Supervisor](#)
- [Requirement Area #5 Competency Verification by Supervisor](#)

Applying for the Endorsement:

Submit all documentation and application form to Educator Licensing through SM Apply (<https://usbelicensing.smapply.us/>). Transcripts must be submitted to transcripts@schools.utah.gov directly from your college or university.