

Questions for a New Client

The following questions should be incorporated in such a way that the meeting proceeds more like a conversation than an interview or an interrogation. Not all of them need to be asked at every meeting. You can also return to this list in your second or third meeting with a new coachee.

Background

1. Can you tell me about why you went into teaching and/or administration? What drew you to this field?
2. What do you enjoy about your position?
3. What is challenging about it?
4. What do you think are your strengths?
5. What do you think are your areas for growth?
6. Outside of work, what are your interests and passions?

Relationships

1. How would you describe your relationship with your principal?
2. How would you describe your relationship with your colleagues?
3. How would you describe your relationship with your students?
4. How would you describe your relationship with your students' parents?
5. Do you have colleagues (on-site or off-site) that you trust? That you feel good about collaborating with?

Professional Development and Coaching Experience

1. How do you feel that you learn best? Can you tell me about a powerful learning experience you've had over your time as an educator?
2. Have you worked with a coach before? Describe that experience. What worked well? Were there things that didn't work for you?
3. What's prompted you to explore coaching now?
4. What is your understanding of what coaching is? Of my role?
5. What are your hopes and fears for our work?
6. What do you need from me as a coach?
7. Is there anything I should know that would help me in my work with you? That would make our work together more effective?
8. Is there anything you'd like to know about me that would help make our work more effective?
9. What do you anticipate might be a challenge or get in the way of our work together?
10. How can I support you when those challenges arise?

11. What would you like me to hold you to, as far as your engagement with coaching?

Additional Questions for Administrators

1. What grade level(s) and content area(s) did you teach?
2. What other roles have you held?
3. What's surprised you about being a leader?
4. What are this school's or network's strengths? What does it have going for it?
5. What are the big issues and challenges for this school or network right now?
6. Are there any other big issues that you anticipate might come up this year?
7. How would you describe your relationship with teachers? With other staff? With your colleagues? With your students and their parents?