



COLORADO  
Department of Education



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Department of Human Services

## Definitions

**Direct Coaching Hours** – time spent in direct interaction (face to face or virtual) with coachee(s) in a manner that aligns with the definition of ‘Coaching’ as stated in the Colorado Coaching Competencies – *“Coaching is a learning process based on a collaborative relationship that is intentionally designed to promote sustainable growth in the necessary attitudes, skills, and knowledge to effectively implement the best practices for the development of young children and their families.”*

Criteria to consider –

- Collaborative analysis of program data
- Mutual Goal setting
- Observations
- Reflective Dialogue
- Reflective Feedback
- Collaborative progress monitoring

While many coaching interactions may include aspects of consultation, technical assistance or other problem solving approaches, relationships that consist *mostly* of these approaches are not considered coaching according to the requirements of the Colorado Coaching Credential.