**College Coaching Needs Assessment**

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Purpose: These questions are designed to be answered by the president or the person at the college with overall organizational responsibility for the institution’s student success work (and signed off on by the president in this case) in advance of the first coaching visit.

The answers to these questions will help the coach understand where the college is in its student success journey and how it might respond to and engage with coaching. It will help coaches demonstrate awareness of critical background information, thus building trust at the start of the coaching relationship. It also is a helpful tool to refer to as the coaching relationship develops, reminding coaches of the various factors that may be affecting their journey.

 Please answer the following questions:

1. What are the college’s priorities/goals for which you are seeking the support of a Student Success Center coach?
2. What time frame (near-term, long-term) do you have for accomplishing each of these priorities/goals?
3. Are there other priorities at the college that align or compete with these priorities/goals? If so, please describe.
4. What institutional strengths or assets will the college be able to capitalize on to support achievement of these priorities/goals?
5. What challenges might the college will face in accomplishing these priorities and goals?
6. Please share an example of a recent change or innovation that the college implemented at large scale. What did you learn from that implementation that could be helpful for the coach to understand as background for the work they will do to support you?
7. What expectations do you have for the coach? Are there any specific characteristics, skills or content expertise areas that would be useful for the coach to have and/or exhibit?

If available, please include any or all of the following:

* College’s annual operational plan or high-level budget, including key goals or operations it intends to support.
* College’s strategic plan, especially time frames and key accountability measures.
* Key performance indicators and/or institutional effectiveness metrics.