Criteria for Quality Instruction at Training

Category	Rating (1-5)	Notes
Check for Understanding: Instructor: • Assesses mastery constantly during training • Takes action quickly & effectively in response to failed mastery • Designs time, space, actions to maximize data-gathering (e.g. standardize the field, circulating, positioned to see well, tracking specific errors.) • Normalizes error ("Getting it wrong is a normal part of getting it right")		
Structure and Design: Instructor: • Designs practice to attain excellence at <u>most important things</u> • Starts with success then integrates complexity, challenge & decision-making; • Ensures sufficient repetition to automate skills. "Getting it right is the mid-point of mastery." • Describes what excellence in (versus mere completion of) an activity looks like. (i.e. "Success Points")		
Feedback: Instructor: • Uses feedback to teach; describes the solution not the problem • Gives limited feedback—only one or two most important things—*quickly*. Then stops talking. • Gives critical feedback in a motivating, positive and honest manner. • Manages his/her emotions to avoid distracting players from learning. (Calm, quiet, relentless faith in players) • Expects players to apply not just listen to feedback; (e.g. "Now let me see you try that"). • Feedback aligned to teaching points. "I'm looking to see you do what we just talked about. That's it!"		
Modeling: Instructor: • Uses modeling to create a vision of top-tier execution • Plans models to ensure their success • Call his shots- Tells what to watch for during modeling • Re-models when necessary; uses model as feedback.		
Systems and Routines: Instructor: • Establishes systems & routines to maximize efficiency & attentiveness, minimize downtime; • Manages equipment and space so transitions are fast Instructional interruptions are efficient. "Back to playing" • Invests players in those systems & routines • Constantly improves systems over time to maximize time on task. • Preserves economy of language • Has a healthy obsession with efficiency—always maximizing "quality touches per practice minute"		
Culture: Instructor builds a culture where players: • Work hard, strive for quality, react to feedback positively, demonstrate motivation to improve. • Are attentive when coach speaks • Strive as a group to make each other better(peer-to-peer accountability) • Normalize error/embrace risk-taking • Maximum possible emphasis on long term development versus winning.		