FOUR SUPPORT FUNCTIONS

SUPPORT FUNCTIONS	PURPOSE	INTENDED OUTCOME	SOURCE OF CRITERIA FOR JUDGMENT
Evaluating	Conform to a set of standards and criteria adopted by the organization.	Judge and rate performance according to understood externally produced standards.	The evaluator in reference to established standards
Consulting	Inform regarding student needs, pedagogy, curriculum, policies, procedures; provide technical assistance and teaching standards.	Increase pedagogical and content knowledge and skills; institutionalize accepted practices and policies.	The consultant
Collaborating	Form ideas, approaches, solutions, and focus for inquiry.	Solve instructional problems; apply and test shared ideas; learn together.	The two (or more) colleagues
Cognitive Coaching℠	Transform the effectiveness of decision-making, mental models, thoughts, and perceptions and make reflection a regular practice.	Help another person to take action toward his or her goals while simultaneously helping that person habituate self-directed learning: self-managing, self-monitoring, self-modifying	The person being coached (e.g. the teacher)

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