



Leading Coaching in Schools A 2 Phase Programme

**A Lean Approach to CPD
&
Optimum Classroom Results**

This programme is for teachers who have already completed the OTP or Critical Thinking Coaching Module, have participated in the AST or Inclusion Programme or other Coaching Module.



On Coaching

Coaching seems to be everywhere right now and as a result this **Leading Coaching in Schools** initiative aims to help school leaders make sense of coaching theory and of how the practice can add value to overall student achievement and effective colleague relationships.

We have moved beyond the era of command and control when leaders ‘told’ and others, the ‘led,’ obeyed. Everything today in schools is so complex no one leader can achieve success alone. Collaboration across and between levels of responsibility is essential. Successful influencing becomes critical as effective leaders move towards engaging all contributors and all stakeholders in an atmosphere of shared practice and mutual support.

The language of coaching is fundamental to effective influencing. Skills in **Appreciative Inquiry**, **Transactional Analysis**, plus other capabilities are non-negotiable to success. Here we are looking at success in leading, managing and developing staff, and success in achieving optimum student learning outcomes. Good classroom practice demands both imparting knowledge and engaging learners in discovery and in collaborative classroom activities that lead to shared learning experiences. The use of a coaching approach moves students towards ownership of their own learning.

Leading Coaching in Schools offers a 3 part approach.

1. **A 1 Day Coaching Workshop** that sets coaching in context; intensive and interactive it explores underpinning principles of a coaching approach to interpersonal interactions, teaching and learning and structured interventions. while differentiating it from other professional practices such as instructing and mentoring. Participants focus trio practice using the I-GROW model to hone skills, applying key tools in the coaching toolkit in a highly supportive environment. The day’s design mirrors best practice in effective coaching.

2. **A 1 Day Coaching Master Class** follows on and starts with a review of participant experiences of coaching, sharing discoveries and challenges. The programme goes on to introduce a portfolio of tools and templates that can be customised to each participating school. The goal is to develop a professional cadre of coaches who can lead the introduction and progression of a coaching culture in participant schools. Guidance in the set-up of a coaching initiative is also provided. This cadre will also have the expertise to offer developmental support to colleagues and fellow professionals through more formalised coaching interventions.

3. **A Coaching Circle** in your school completes the programme with the aim of sustaining the coaching approach by cascading the practice and supporting practitioners. The key objective is to achieve improved performance outcomes at all levels but internally sustained – a lean model.



The Delivery

1. The 1 day workshop can be delivered in a variety of ways to suit your context. For example, it can form 3 twilight sessions or a half day's introduction followed by a half day's practice if a full day is unavailable.
2. It provides the space for 12-15 participants. Trios are optimum.
3. It focuses real school issues in the pair, trio, and possibly quad practice offered to participants. (Note: This is within a strict confidentiality contract that removes all personal attribution as per CHR.)
4. The Master Class provides a full set of professional coaching templates for immediate application in a customised format for each participating school. This is an invaluable asset and can 'quick start' an in-school coaching programme. It also offers an associated full set of Guidance so that all the administration and underpinning principles of engagement are in place.
5. This CPD initiative can be integrated into a wider leadership development initiative in the knowledge that effective leaders today take a co-consultative, collaborative and inclusive approach to the delivery optimum student outcomes. The language of coaching is fundamental to 21st leadership and a key part of the core 1 day workshop which offers a practical portfolio of the language required to succeed, together with a full range of coaching tools and techniques.
6. The **Coaching Circle(s)** that follows the completion of the 2 workshops, provides the vehicle for participating schools to take forward a coaching approach to both continuous professional development and to overall school improvement. It does this in a highly resource-lean way. Central to this proposition is the role of learning conversations around live school issues, action planning, peer coaching support and open, honest developmental feedback. The circle provides the framework, a set of proven processes, and the requisite people resources within a reflective space to build and sustain capacity. In short, the circle offers a positive, inclusive, and shared-practice environment facilitating sustainability from within a school rather than from external facilitators.

Coaching is about unlocking potential in order to maximise performance – it's about bringing out the best in people. It is not about telling or teaching.

So what is a coaching circle?

A. What is a Coaching Circle?

Coaching is the non-hierarchical working partnership of coach & client that aims to deepen learning & exceed personal and professional goals. Coaching



Circles add another dimension; the problem-solving capability and mutual support of a group or circle of trained coaches; circles provide a school's cadre of coaches with a simple co-consultative vehicle for on-going, self-sustainable, collaborative learning and support.

B. How do Coaching Circles Work?

- ✚ Circles are made up of 6-8 trained school coaches who have successfully completed the two 1 day coaching workshops
- ✚ All members are focused on continuous personal development contextualised to their roles, responsibilities, and coaching experience
- ✚ Each circle series consists of 6-8 sessions of 45-60 minutes completed within a 24 week period
- ✚ Meetings are held in school at member convenience
- ✚ Meetings follow a specific format for maximum effectiveness
- ✚ Coaching Circles are based on a philosophy of action learning through collective problem-solving, peer support but with individual ownership of specific challenges or issues
- ✚ All sessions, except the first, are facilitated by circle members. Equilearn facilitates session 1 to demonstrate the model
- ✚ Each circle member owns 1 session and is coached through his/her action plan which ensues by another circle member
- ✚ Circle membership involves a personal commitment to participate in the full series

C. Rationale

Every good coach has a coach. Coaching circles provide this support in a lean, practical, yet effective way.

Contact EquiLearn on 01737771221 or email: inquire@equilearn.org

A note on EquiLearn's Coaching to Lead for schools.

1. The designer of the original OTP Coaching Module

2. EquiLearn has delivered this module with huge success to over 1200 teachers

3. The OTP Coaching Module together with the 1 Day Coaching Masterclass (offering a suite of worldclass coaching tools and templates, plus, a Guidance Manual that supports the in-school implementation of a coaching programme), won the Worshipful Company of Educators Lifelong Learning Award for its implementation in Greater Birmingham in 2011).

4. EquiLearn's OTP Coaching Module is currently being adapted for a group of South African schools. Coaching to Lead has been adopted by a number of school chains.