Embedding a culture of coaching to enhance all aspects of learning – a roadmap of our journey

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A commitment to creating a personalised learning environment for each Pymble girl so she develops a passion for learning and scholarship, a strong assurance of her own worth, and the desire and values to contribute meaningfully to her local and global communities.

Know, guide and challenge all students.
Setting the coaching agenda in the context of education developments

Existing Professional Learning Community

External agendas – Melbourne Declaration, NESA, AITSL, quality teaching and performance review

Accountable to the College Strategic Plan – Personalised Education and People and Culture

Work towards the synergy between coaching conversations and enhanced learning
Roadmaps as a reference point

To build coaching in schools:
1. Develop self
2. Make sense of the whole
3. Create systems
4. Focus on principles of coaching
5. Equip staff with coaching skills
6. Review and reward good coaching practice
7. Use and build external links and networks

*National College for School Leadership 2005*
Coaching Culture Road Map

1. Outline and share vision

2. Identify the objectives

3. Provide individualised coaching session opportunities for senior leaders

4. Evaluate the coaching

5. Develop the coaching expertise of senior leaders, your champions and key influencers

6. Build coaching into role descriptors, performance management processes and reward systems

7. Provide explicit training on working with Emotional intelligence

8. Take opportunities to share learning experiences. Provide more sophisticated coach training for key champions

9. Apply a range of coaching strategies

10. Support coaching by all in every direction (upwards, downwards, sideways)

11. Encourage ongoing reflection and evaluation of the coaching process. Celebrate individual, team and organisational growth

Growth Coaching International 2015

29 & 30 May 2017, MCG Melbourne, Australia
COACHING IS A WAY OF LEADING AND LEARNING

Coaching and mentoring are becoming central in the way that any schools support school improvement initiatives, enhance the quality of teaching and learning, develop leadership skills and improve the wellbeing and performance of staff and students.

A Global Framework for Coaching in Education
van Nieuwerburgh and Campbell 2015
Creating the conditions for successful coaching

• Build on the existing Professional Learning focus aimed at enhancing student learning
• Identify the key leadership role in building the culture
• Investment in Professional Learning on Coaching
• Provision of time for Professional Learning, practise in triads and implementation of the performance review process
• Goal setting and reflection conversations for all students
• Emotional Intelligence Professional Learning
Utilising the coaching skills to improve teaching practice
What has been the impact?

• Community members are maximising the opportunity to have conversations

• There is more meaningful dialogue in learning conversations between teachers and students evident in student enhanced focus towards goal setting and attainment

• A culture that is solution focussed and strengths based is emerging

• Evidence of individual and organizational growth
Participant comments for ‘BEST HOPES’ at end of Session 1

“Understand the intrinsic capacity within every child for building relationships”

“How to apply coaching skills to give more helpful feedback to students”

“To alter the tone of conversations so they are automatically positive and students walk away inspired.”
What are the underpinning principles of a sustained practice of coaching?

- Daily behaviours that reflect coaching practice
- Opportunities that turn into coaching conversations between students and teachers,
- Review processes that are underpinned by coaching approach and practice – e.g. the RRR process
- Acceptance and acknowledgement of the value of coach
- Coaching champions who embrace, model and lead practice
- Evidence that demonstrates coaching practice is built into a meeting, professional learning and embraced in the classroom
- Consistent understanding of what a coach can do
- Coaching is seen as an opportunity for growth!
Coaching at Pymble Ladies’ College

• Video
Next steps on our journey

• Build the coaching into role descriptions
• Create opportunities for parents and students to learn coaching
• Promote coaching as a 21st century skills for all
• Continually evaluate to inform next steps
• Build on findings to continue to strengthen the coaching culture
• Maintain links with expertise in education and coaching
• Continue research