Getting started with Coaching
Jason Pascoe
How many conversations happen in school everyday?
“A machine can be controlled. A living system can only be disturbed.”

Dr Fritjof Capra
Schools: Complex relational systems

The school macro system and classroom micro system are influenced by a multitude of interpersonal relationships: between teacher, student, parents, support personnel, community. Daily changes in the balance of these relationships place ongoing demands on teachers which ultimately influence the learning environment, behavior and classroom climate.

Butt and Retallick in McCallum and Price 2010.
“Change is happening all the time. Our role is to identify useful change and amplify it.”

Gregory Bateson
# Difference Between Coaching and Mentoring

<table>
<thead>
<tr>
<th>Directive</th>
<th>Non Directive</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mentoring</strong></td>
<td><strong>Coaching</strong></td>
</tr>
<tr>
<td>Informing</td>
<td>Discovery</td>
</tr>
<tr>
<td>Instructing</td>
<td>Listening to understand</td>
</tr>
<tr>
<td>Giving advice</td>
<td>Ask questions</td>
</tr>
<tr>
<td>Tell</td>
<td>Clarify</td>
</tr>
<tr>
<td>Provide guidance</td>
<td>Empathise</td>
</tr>
<tr>
<td>Inform</td>
<td></td>
</tr>
<tr>
<td>Share opinions</td>
<td></td>
</tr>
</tbody>
</table>
Coaching is…….

A one-to-one conversation that focuses on the enhancement of learning and development through increasing self-awareness and a sense of personal responsibility, where the coach facilitates the self-directed learning of the coachee through questioning, active listening, and appropriate challenge in a supportive and encouraging environment.”

(van Nieuwerburgh 2012)
Coaching is achieving goals

Where are you today?

How will you get there?

Where are you going?

Existing State

Strengths

Environment

Motivation

Desired State
3 Elements of Coaching

COACHING SKILLS

GROWTH MODEL

COACHING ‘WAY OF BEING’

29 & 30 May 2017, MCG Melbourne, Australia
The GROWTH Coaching System is...

1. **Relationships**: Building the trust
2. **Goals**: What do you need to achieve?
3. **Reality**: What is happening now?
4. **Options**: What could you do?
5. **Will**: What will you do?
6. **Tactics**: How and when will you do it?
7. **Habits**: How will you sustain your success?
8. **Results**: Celebrating the results

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8 Key Coaching Skills

1. Developing trust
2. Being present
3. Listening actively
4. Clarifying
5. Empathising
6. Being succinct
7. Asking the best questions
8. Giving feedback
Coaching “Way of Being”

- Growth mindset
- Personality style
- Mindfulness
- Emotional intelligence
- Non-judgemental
- Unconditional positive regard
- Solution focused stance
  - Every case is different
  - Beginners mind
  - Curiosity
“Your own insight is much more powerful than my advice”

“... a less optimal solution the coachee develops often produces better results than the ‘right answer’ coming from the coach.”

Tony Stoltzfus, 
Leading Coach Trainer
Coaching is a way of helping people **LEARN**

Joyce & Showers, 1998

- **10%**: The sharing of theory or description of a new skill
- **12-13%**: Demonstration or modelling of a new skill or strategy
- **13-15%**: Practice trying out the skill
- **18-19%**: Feedback is given
- **95%**: As the new idea or skill is applied follow-up help or coaching is given

Joyce & Showers, 1998
There’s more conversations where people are willing to say, “I’m not very good at this, I need help.” Whereas before you just don’t say it, you just talk about the good stuff, so you look really good, so then you’re not going to get into trouble.

Sam on how coaching is an avenue that allows them to help staff seeking support

“Coaching has helped me to look at myself as a professional and how I can be the best educator that I can be. My coach has a very open nature, so I didn’t feel that there was a judgement happening, it made me feel a lot more comfortable in communicating the exact nature of my difficulty. I didn’t feel that she was going to think I was a bad teacher or anything like that.”

Yossarian on the coach as a trusted supporter

“Collegiality is developing and coaching overall has helped to nurture a growing professionalism, in staff it has helped them to develop more confidence in themselves.”

Malcom on the effect of coaching on the culture of the school

“Conversation is the fundamental unit of change. If you change the conversation, then there’s every chance you’ll change everything that surrounds it.”

*Positively Speaking: The Art of Constructive Communication with a Solutions Focus*

P. Jackson & J. Waldman
Questions..................