Alchemy of Coaching
A quest to find gold teaching practices through Coaching

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Shape of Today’s Presentation

Building Knowledge of Coaching

Building a Rich Environment

Building Skills to identify Strengths

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What does Alchemy and Coaching have in common?

Aim to turn “base” into “noble”
Belief in improving
A belief that there must be a better way
Translates across contexts and cultures
A search for and error and modify
A creation of its own (solution focused)

So much easier said than done.......
Our context
Building Knowledge

Knowledge of Purpose
Knowledge of Staff
Knowledge of Coaching
Knowledge of Budget
Knowledge of Space
Are you a “ducks in a row” person?
Because this is the reality
1. Having coaching conversations.....BEFORE coaching starts....
2. Living “Ready Fire Aim” (ducks don’t have to be in a row) but you do need to be in the same flow as the river
3. Creating time and space to reflect
4. Being HONEST with your Professional Learning Architecture

Don’t wait for confidence tap into courage
You’re all swimming in the same direction….. This took a year

Having coaching conversations…..BEFORE coaching starts....
With superiors, first

With staff (we did Inquiry/Action Group) Co-construct with staff: Driving question, what Professional Learning Framework do we need in order to **improve student outcomes**

3. Time to reflect and strengthen

Don’t wait for confidence tap into **courage**
So traditionally, like this...
Building trust through this....
Also Building Trust by

Co-designing Professional Learning Architecture WITH staff

Building Trust, clarifying staff expectations, gathering data
Very difficult to find Gold in teachers without trust

Creating an environment where people can take risks

First year of Coaching 29 out of 31 staff signed up

Don’t wait for confidence tap into courage
Learning in the Doing....

2. Living “Ready Fire Aim”
But know your research

Don’t wait for confidence tap into courage
.....and Reading......

Don’t wait for confidence tap into courage
...and more reading/networking....

Resources for Coaching in Education: Useful Research and References
Growth Coaching International website

Research informed – practitioner focused

Don’t wait for confidence, tap into courage
Your Professional Learning Architecture

• Starts with coaching questions that produce a shared and co-constructed vision – Give TIME to this!!

• Office – small Inquiry group – Half day PD, external PD, my own coaching, then we were ready to start (6-18 months)

• Curve your enthusiasm! (graph) Usually start with blissful ignorance / uninformed optimism – informed pessimism to informed optimism

• If Coaching is successful, what will be happening? What will it look like? When will we know it is successful?

• Point of Reference / Data ACE

• Face of starfish

• Reality – what’s happening now?

• How can this goal fit in?

• How might we STRENGTHEN our Architecture to support our vision?

• BE HONEST – if the design isn’t there, if the structure can’t hold – don’t use it, modify or change the structure, or the goal isn’t realistic
So, now the environment is rich for coaching conversations
Gold in a Measurable Point of Reference
Coaching is the glue - GOAL is the gold

External professional learning

Internal professional learning

Classroom Observations

Filming
Build a kit...Literally

Goal Setting Activities

Contract
What have I learnt

- Communicate and make visible, your successes
- Build trust, build more trust, and when you think you’re done, build trust
- Coaching is the glue – my go to graph: Joyce and Showers. My own (non-academic) research supports this 100%
- Read, read, read (theory into practice/practice into theory)
- Be connected outside your school
- Get yourself a mentor
- Invest in targeted PL
- Work within your means $, time, space
- Be prepared to be vulnerable
- Be prepared to lose control
- Be prepared to listen to silence
- Be prepared to be brutally honest and use data, a measurable point of reference for success, progress, growth and challenging conversations
- Be prepared to curb your “curve for enthusiasm”
But most of all....it’s not about you....

You must believe in your coachees
It’s about the purpose...
The gold is already there!