Using a Coaching Approach to Support the creation of a Dual Campus College

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Creating Palmerston College

‘Two campuses, one leadership team, one college’
Critical factor – organisational culture

Biggest challenge is creating the right culture to achieve college mission:

‘Two campuses, one leadership team, one college to create the secondary college of choice in Palmerston.’

coaching culture = building collective capacity = organisational culture
Why a dual campus college?

Current situation:

3 strategic priorities for 2017:
• implementing an explicit instructional model (EIM)
• implementing a school-wide positive behaviour framework (SWPBF)
• growing a culture of collaboration through development of professional learning teams (PLTs)
Research base:
Leithwood, Harris & Strauss (2010). *Leading School Turnaround – (professional reading at this time)*

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Coaching focus – building instructional leadership capacity

Focus of coaching activity to support 3 strategic priorities:

- instructional leadership
- GROWTH coaching

‘Leaders are leaders of learning’
How?

All activity viewed through the lens of the 4 pre-conditions for improvement:

• strong leadership
• high expectations
• an orderly learning environment and
• an ability to prioritise & focus on what matters most (Zbar, et al, 2009)
Coaching – a way of working

Using coaching to build knowledge & skills of self & others to support teachers to do their very important work.

It’s all about the students & their learning.