Leadership Coaching

Why leadership coaching?
In today’s high-stakes educational environment, the skills, dispositions and knowledge needed to act effectively as a site administrator can be enhanced through leadership coaching. This is a common strategy used in the business world to strengthen individual performance, and subsequently, the organization. Much like the professional development support provided to teachers, coaching is a powerful tool for the school administrator who is faced with the responsibility of increasing student achievement and meeting improvement goals. Coaching is a high-impact strategy that aligns behavior with the values and vision of the organization and builds a healthy school culture that supports success for all.

Coaching…
➢ Provides one-on-one, individualized, job-embedded, site-based support to the site leader.
➢ Utilizes well-researched leadership coaching strategies.
➢ Delivers highly individualized leadership development through consultation, collaboration, reflection and capacity building.
➢ Creates a principal-coach relationship built on a high level of professional ethics, confidentiality and trust.
➢ Benefits from carefully selected, trained, successful, recently retired principals whose leadership experiences closely match the challenges faced by the coachee.
➢ Establishes a trusting, confidential relationship between coach and coachee.
➢ Focuses on growth and development that is non-judgmental and non-evaluative.

Who is this designed for?
➢ Induction for new principals.
➢ Veteran principals in transition:
  • New challenges
  • Refocus, reflect, revitalize
➢ New and veteran principals in Program Improvement schools.
➢ Veteran principals wishing to continue to advance their leadership capacity.

Program services:
➢ On-site coaching.
➢ One-on-one interaction.
➢ Goal-oriented and data-driven.
➢ Resources, research and strategy development.
➢ Utilization of coaching tools:
  • Collaborative logs
  • Reflective self-assessments based on California Professional Standards for Educational Leadership (CPSEL),
  • Observations in settings aligned with goals, which may include classroom visits, staff meetings, community meetings and parent events
➢ Focus on building leadership capacity, collaborative skills and positive, productive behavior.

Areas of consultative and collaborative coaching...
➢ Student achievement data.
➢ Core beliefs and values; moral leadership.
➢ School vision.
➢ Professional learning community development.
➢ Supervision.
➢ Research-based leadership behaviors most associated with student achievement.
➢ Implementation of research-based instructional practices.
➢ Program Improvement and other state and federal mandates.
➢ Prioritizing, goal-setting and choosing the “right work.”
➢ Group development.
➢ Meeting and staff development planning and delivery.
➢ Working with parents and the community.

The leadership coach…
➢ Minimum of five years of successful experience as a principal.
➢ Demonstrated orientation toward coaching and leadership development.
➢ Successful completion of training in leadership coaching concepts and techniques.
➢ Demonstrated coaching competence.
➢ Ongoing participation in SCOE coaching professional development.
**Benefits of Leadership Coaching**

**For the district:**
- Positively impacts principal recruitment and retention.
- Accelerates development of administrative and leadership skills.
- Focuses on growth of leadership actions most associated with student achievement.

**For the principal:**
- Supports competencies described in the California Professional Standards for Educational Leaders (CPSEL).
- Uses data to promote awareness of and reflection on dispositions, biases and assertions that may be impeding leadership.
- Builds capacity for continuous, independent and collaborative professional growth.
- Focuses on the development of leadership skills, guiding the implementation of best instructional practices, and sustaining growth in student learning.

**For school staff:**
- Supports a continuity of effective, collaborative leadership.
- Promotes professional development for all staff.
- Clarifies focus, purpose and priorities.

**For the students:**
- Develops a system of learning and supports achievement for all students.
- Respects and honors diversity.

**For the school community:**
- Develops leadership capacity for respectful, collaborative work.
- Promotes effective use of parent and community resources.

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**What Educators are Saying...**

*It was great to have an experienced “ear and shoulder” to share experiences, frustrations and issues with. I especially liked being able to speak freely and have it be in a non-judgmental arena.*

~ Jeanne Acuña, principal

*The coaching I received helped me strategize and, therefore, more competently implement staff development plans. Our walk-throughs helped me become a keener observer and a better instructional leader.*

~ Alan Vann Gardner, principal

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