

Embedding Coaching at George Spencer 2017-18



Embedding Coaching

A new programme targeted at those who have a real interest in coaching, want to explore in more depth and see coaching as a tool to be used widely in school. They could come from the RQT group who have had some basic coach training or other staff in school. This would be aimed at Pre SLE or Head of Dept. This programme is designed to deepen coaching skills. For this programme, there is a pre-requisite of some coaching experience so that we have real experiences to call upon. As part of the programme it would be good to do some school based evaluation on the amount & quality of coaching that is happening and recommendations about further steps.

Modules

Module 1	Module 2	Module 3
Deepening your coaching	Evaluating your practice	Evaluating school practice
<i>9th October 3.30 - 4.30</i>	<i>28th November 3.30 - 5.00</i>	<i>26th February 3.30 - 4.30</i>
<ul style="list-style-type: none"> Evaluating your coaching style - what is comfortable? what do you avoid? Expanding your tools and models Exploring flexibility Coaching practice in trios Recording learning 	<ul style="list-style-type: none"> Review learning about coaching Barriers to effective coaching Difficult conversations - how to coach people to have them Expanding your tools and models Observing coaching and practice 	<ul style="list-style-type: none"> Review learning about coaching What models and tools do you consistently use? Evaluation of coaching across school - analysis by team or department. Recommendations for next steps Team coaching and problem solving
Gap Task: a number of coaching conversations, ideally with different coachees. Record your learning about coaching	Gap Task: Observe another coach's practice and offer a critical review Evaluate own practice Data gathering on coaching in school	