

Coaching Skills for School Leaders

Leadership Professional Development

The responsibilities of a school leadership position are complex - demanding a mind shift from classroom teacher to leader and then coach.

- How do you handle difficult situations sensitively – without alienating people?
- How can you help teachers to aspire to better performance, without offending them?
- What can you do to develop their trust?
- How can you hold them accountable for their actions – and not waste your time?

Coaching Skills for School Leaders provides simple, practical and effective strategies for helping colleagues and team members improve their teaching skills or class management – respectfully.

Program Content

- Establishing trust and respecting confidentiality
- Understanding resistance; handling personal issues with sensitivity
- Simple coaching strategies and tools for improving individual effectiveness
 - Assessing people's readiness to change, valuing differences
 - The power of questioning to help people solve their own problems
 - Encouraging commitment, holding people accountable
 - Giving feedback, challenging to lift expectations
 - Using reflection tools to build learning and experience
- The GROW model of coaching – a structured process to follow
- Managing self – personal accountability, achieving balance
- **Optional: One-on-one coaching sessions with individual leaders**

Benefits for your school:

This program will significantly enhance the interpersonal and feedback skills of school leaders in.

- Looking for individual strengths and potential – then lifting expectations
- Developing practical questioning techniques
- Using observation tools to help people where and when they need it
- Being able to assert themselves in coaching situations without causing defensiveness
- Providing a structured, reflective process and strategies for keeping all people accountable
- Practicing with a personal Tool Kit

“The GROW model & question sheets really clarified how I can work better in the role”. Lesley Hall. Teaching & Learning Coach, Altona-Bayside Education Precinct

Leading to more confident leaders and improved performance!

Contact us today on 03 9563 4028 or at info@positivechange.com.au to ensure you have the tools to enhance the leadership skills in your

“Coaching Skills for School Leaders”

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What Others School Leaders Have Said:

“Excellent, thought provoking!” **Dorothy Coleman. St Alban’s Secondary College**

“Today’s seminar clarified the coaching process for me. I was able to come away with a very useful model to use when coaching, as well as some valuable tools to assist the process.”

“I now need to make my coaching relationships a more equal partnership – where “they” take on some responsibility too” **Jonathan Heard. Teaching & Learning Coach, Altona-Bayside Education Precinct**

“The coaching is about the questioning - think more carefully about the questioning.”

“Very non-threatening and most importantly planned an designed according to our specific needs.” **[Catholic Education Office]**

“Very good value - to go home armed with strategies”. **Jim Konjarski, Deer Park Secondary College**

“Great! It was a lot of information packed into one day – glad to have the readings to take away” **Lisa Robinson. Taylor’s Lakes Secondary College**

About Jennifer McCoy.....



Jennifer is an inspiring, practical, thought-provoking expert who brings creativity and a sense of humour to all her workshops and clients.

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Jennifer McCoy is the principal behind Positive Change Consulting. She has a wealth of experience in coaching and leadership/management training and teaching. She specialises in helping workplace leaders to build leadership skills and work more effectively with their staff. She coaches school principals in the *Coaching for Experienced Principals* project supported by the ACER (Australian Principals Centre).

Jennifer is

- An Alumni member, Institute of Executive Coaching, Australia Pty. Ltd.
- A member, International Coaching Federation (Vic)
- A Registered Trainer/Coach - Quality Management, Plexus Australia.
- A Sessional lecturer in Human Resource Management, Contemporary Management Issues and Small Business Management [M.Mgt/MBA program], Australian Catholic University
- Author:
 - **“2 Way Feedback.** How to build more effective staff relationships through culture of constructive feedback”
 - *“Coaching for leadership in schools”.* The Australian Educational Leader. Vol.27, No.4, 2005;
 - *“Give and Take”.* National Accountant. Vol 22, No.2, 2006
 - J.McCoy & M.McDonald. (2005) *“Coaching Skills for Managers”.* Facilitator & Participant Resources (2006). Australian Institute of Management.

She has worked with a wide range of industries:

- Education – ACER, Australian Principals Centre, Deakin University, Individual schools
- Health, Local Government, Emergency Services, Superannuation and Aged Care
- Small to large commercial organisations.