

This is the sixth year that Gulf Islands School District has offered principals/ vice principals and senior management staff an opportunity to participate in individual, small group and team coaching opportunities.

Our coaching survey, completed in June of 2015, asked participants to provide feedback on their coaching experiences.

- 17% of survey respondents indicated that they were involved in 1:1 coaching with an external coach
- 78% of survey respondents indicated that they were involved in team coaching with an external coach
- 28% of survey respondents indicated that they were involved with small group (triad) training
- 5% of survey respondents indicated that they were involved in peer support

A summary/sample of responses from the June 2015 survey follows:

In response to the prompt ***“Please describe how your involvement in individual coaching has impacted how you perform your role in the district.”*** participants noted:

- “Individual coaching makes me accountable to move ahead more quickly and with purpose when it comes to difficult issues or tasks. In addition to this accountability, individual coaching helps me stay positive and proactive...”
- “Coaching has helped me gain confidence in my role and has provided me with a model when working with staff.”
- “I was able to get clarity on some ethical dilemmas and also learned the power of the "golden bridge" - the way to say "no" and also help people get what they need at the same time.”
- “...clarified my purpose, and assisted me in putting forward clear messages...gave me reflection and feedback on my initiatives...helped me think through issues with another lens.”

In response to the prompt ***“Please describe how your involvement in team coaching has impacted how you perform your role in the district”*** participants noted:

- “Working together as a team has cemented the learning that I gained from individual coaching. The value of using a coach approach to clarify our purpose as an ELT was evident. The facilitation used in our team coaching served to model what is possible in working with our school teams.”
- “I have used a number of the processes utilized in the team coaching sessions in my work with my staff and the community.”
- “The whole group sessions were great to solidify our group goals/visions/values as well as equip us to lead rich conversations with each other and in our schools.”

- “This coaching both on the district level and school level has profoundly changed our school culture and my ability as a principal to support staff and give feedback in a "supervision for learning" way.”
- “Strengthened trust within the team which positively influenced my individual performance on site - Broadened my understanding of district issues to help inform my role - strengthened effective collaborative approaches to individual practice.”

In response to the prompt ***“Please make any additional comments related to the impact of peer support or small group coaching opportunities”*** participants noted:

- “We talk a lot about supporting one another. How do we truly embed coaching into our practice? I believe we have come a long way this year related to building trust. I hope that we can figure out a way to genuinely incorporate peer support to help us with this momentum.”
- “Practicing coaching skills in tri-ad and building up our capacity to support each other was very beneficial.”
- “I see a school wide culture building of coaching as a "way of being" with parents, students and each other on staff.”

In response to the prompt ***“In the future what opportunities would you like to retain or initiate related to the district coaching initiative?”***

- “...the opportunity for our three external coaches to work with us at ELT meetings.”
- “...continue with more team sessions as I think we have started moving in a positive direction.”
- “...build on the peer coaching model.”
- “...further engage in one-to one coaching.”
- “...peer support and group support from an external coach. I also think the team coaching would help to continue to move us forward as a team.”
- “...keep individual, group and team opportunities.”

Based on survey results, discussions with the Board and Educational Leadership Team and feedback from district personnel and our external coaches, the following recommendations are proposed for the district’s Coaching Initiative 2015-16

- Continue to provide flexibility of choice regards coaching models, timing and duration
- Continue to offer individual, group and team coaching opportunities for educational leaders as a part of their professional development
- Continue to support 1:1 and group coaching opportunities for newly hired principals
- Continue to monitor and evaluate the success of the coaching initiative