

## Gulf Islands School District Leadership Coaching Initiative: Executive Summary 2013-14

Since 2009 Gulf Islands School District has offered principals/ vice principals and senior management staff an opportunity to participate in our Educational Leadership Coaching Initiative.

Our expanded team of external coaches continued to provide opportunities for individual and small group coaching opportunities in the 2013-14 school year.

In June of 2013 participants were asked to provide feedback on their coaching experiences via a brief online survey. 92% of survey respondents indicated that they were involved in 1:1 coaching with an external coach, 46% of respondents were involved with group (triad) training and 41% were involved in peer support.

A summary/sample of responses from the June 2013 survey follows:

In response to the question ***“What does coaching mean to you?”*** participants noted:

*Support for...*

- individuals to tap into their own wisdom and possibilities
- setting and achieving (professional) goals
- exploring challenging situations
- improving my performance
- understanding to facilitate my relationships with others in ways that support a collaborative and generative practice
- celebrating success, and planning for more

In response to the question ***“How has coaching impacted how you perform your role in the district?”*** participants noted:

- recognizing, discovering and affirming my own strengths
- dealing with challenging situations and conversations - comfortable in the discomfort
- keeping reflection a daily part of my practice.
- asking questions and listening more intently
- clarifying priorities and setting goals
- learning skills to "coach" others
- providing energy and a place to process thoughts and feelings
- increasing understanding of my role as an administrator and leader

In response to the request to identify ***“Leadership skills most important to you as a leader in the district”*** participants ranked the following:

1. Interpersonal Skills
  2. Communication Skills
  3. Mentoring Skills/Developing Internal Talent
  4. Listening Skills
  5. Conflict Management Skills
  6. Team Building Skills
  7. Compassion/Empathy
  8. Motivational Skills
  9. Planning Skills
  10. Sharing Leadership/delegation skills
  11. Decision Making Skills
  12. Persuasion Skills
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Based on survey results, discussions as an Educational Leadership Team and feedback from district personnel and our external coaches, the following recommendations are proposed for the district's Coaching Initiative 2014-15:

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