

Gulf Islands School District Leadership Coaching Initiative: Executive Summary 2011-12

Educational leaders in School District #64 (Gulf Islands) have had an opportunity to participate in the district's Educational Leadership Coaching Initiative since 2009. The 2011-12 school year saw the continuation of 1:1 coaching opportunities and a newly created opportunity for educational leaders to work together in triad teams to develop their own coaching skills.

In 2011-12 the coaching initiative continued with four participants accessing 1:1 coaching opportunities and expanded to include six participants working together in coaching triads to support each other and develop their own coaching skills. Both the individual and triad work was supported by our external coach.

In June of 2012 participants were asked to provide feedback on their coaching experiences via a brief online survey. A summary/sample of responses follows.

In response to the question *"What did you value most from your coaching experience?"* participants noted:

- Supportive connections
- Opportunities to enhance own coaching skills
- Focus on and support for professional goals

In response to the question *"What have you integrated and 'kept alive' from your coaching experiences?"* participants noted:

- Utilizing a coach approach with staff, students and community members
- Remembering that the toughest conversations can be the most meaningful
- Taking the time to reflect

In response to the request to *"Please provide other comments/suggestions/questions."* participants answered:

- "...this coach approach is the missing link between professional development and personal development."
- "...continue our training in triads...strongly recommend it to others."
- "Having a coach is a personal and professional gift"

Based on survey results and feedback from District personnel and our external coach, the following recommendations are proposed for the district's Leadership Coaching Initiative 2012-13:

1. Continue to offer 1:1 coaching to newly hired principals
2. Continue to offer coaching opportunities for educational leaders as a part of their professional development
3. Continue to provide opportunities for educational leaders to participate in triad team training
4. Continue to provide flexibility of choice regards coaching models, timing and duration
5. Support the Ministry funded Quality Teaching and Learning Initiative designed to expose teacher leaders to coaching.
6. Continue to monitor and evaluate the success of the coaching initiative