

Gulf Islands School District Leadership Coaching Initiative: Executive Summary 2012-13

Gulf Islands School District has offered educational leaders an opportunity to participate in the district's Educational Leadership Coaching Initiative since 2009. Individual and group (triad) coaching opportunities were made available to our principals and vice principals and to senior management staff again this year.

In 2012-13 the coaching initiative continued with five participants accessing 1:1 coaching opportunities with our external coach. Six participants continued to support each other and develop their own coaching skills in their coaching triads and three new participants received group coaching training from our external coach.

In June of 2013 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:

- opportunity to deal with emergent issues
- support with directing my big-picture idea thinking into clear actions
- clarifying my professional goals and my path towards meeting them
- the follow up, being accountable to myself for doing what I said I was going to do and the learning that came from those experiences

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

- more prone to question myself about what I need to do to get closer to my goals
- the language and practices
- setting my priorities and letting go of things that don't align
- further tools in my servant leadership toolkit

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

- our group struggled with the triad approach, both following through with the process (that was not clearly defined) and with the actual seemingly once-off training session
- finding time to meet is more challenging than one hopes when committing to the idea at the beginning of the year
- enjoy my one-on-one coaching relationship and might like to split next year's coaching time between working with current external coach and another practitioner
- would appreciate something that is directed toward coaching certification, or at least the training that is involved in such certification
- like having the option of 1:1 coaching as well as triad training and coaching

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 2013-14:

- Continue to offer 1:1 and group coaching opportunities to newly hired principals
- Ensure group coaching has multiple training sessions with supervised triad practice between trainings
- Continue to offer coaching opportunities (1:1 and group) for educational leaders as a part of their professional development
- Expand our external coaching team
- Continue to provide flexibility of choice regards coaching models, timing and duration
- Pursue opportunities to provide coaching for teacher leaders
- Continue to monitor and evaluate the success of the coaching initiative

This year also saw the district embark on a Quality Teaching and Learning (QTL) initiative funded by the Ministry of Education. Our QTL initiative focused on coaching for teacher leaders.