

Gulf Islands School District Leadership Coaching Initiative: Executive Summary 2016-17

This is the eighth 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 July of 2017, asked participants to provide feedback on their coaching experiences.

88% of survey respondents indicated that they were involved in 1:1 coaching with an external coach

0% of survey respondents indicated that they were involved in team coaching with an external coach

29% of survey respondents indicated that they were involved with group coaching with external coach

29% of survey respondents indicated that they were involved in group peer support

A sample of responses from the 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:

- Coaching has helped me find my own solutions and reflect upon and refine my strengths
- ... has helped me to design thinking activities for my staff to help us move forward with our goals as a team. It has given me a venue for me to air ideas and dilemmas and allowed me to sound out some solutions
- The ability to process with a trained coach is invaluable. It keeps me moving forward focusing on what is important
- ... very rewarding - made me reflect on my practice in many ways through an Emotional Intelligence lens
- The session I had in the winter was transformational in terms of personal wellness. I believe that being able to do my job well is integral with my staying healthy and emotionally well
- I was very near burnout before Spring Break... My coaching sessions helped me to make some small changes that have made a big difference to me physically, emotionally and mentally
- My involvement with individual coaching has made me a more confident and competent leader

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

- All the coaching activities have helped to clarify roles, provide me with skills that can be used in my many roles (listening, curious questions, etc.)
- Working in group coaching activities with colleagues and staff helps me to build trust and collaborate to lead and teach

- Being able to say "I need some coaching on this" to my colleagues is an extremely valuable day to day experience. I love that we can support each other in this way
- Coaching has made me more inquisitive and open in my practice
- Group coaching has helped me better understand differing perspectives. It has led to greater team building

In response to the prompt, ***“In the future what opportunities would you like to retain or initiate related to coaching in our district”*** participants noted:

- I would like to continue with the coaching with my external coach. I would also like the coaching with the ELT to continue
- I would like to revisit triad coaching opportunities
- I value all of the opportunities we have had to work with the PVP's and senior admin with coaches to build communication, trust and collaboration
- In the future I am interested in both individual and group coaching opportunities
- I have enjoyed all types of coaching...in particular, I am hoping to do more peer coaching in the future
- Continue with choices regards how we access coaching. Provide district leaders with strategies that they can use to teach their staff how to take a "coach approach" with colleagues and students
- I hope the district retains all of the current options. I very much appreciate individual coaching and hope to delve more into team coaching opportunities next year

Based on survey results, discussions with the Board of Education and Educational Leadership Team as well as feedback from district personnel and our external coaches, the following recommendations are proposed for 2017—18:

- Continue to provide flexibility of choice regards coaching models, timing and duration
- Continue to offer individual and team coaching as well as group peer(triad) training 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