

Gulf Islands School District Leadership Coaching Initiative: Executive Summary 2017-18

This is the ninth 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.

Of the nineteen individuals surveyed, we received fourteen responses. Seven of the fourteen who responded indicated that they had been involved with coaching during the 2017-18 school year.

A sample of responses from the survey follows:

In response to the prompt, *“Please indicate all of the ways you have been involved in coaching during the 2017-18 school year.”* participants noted:

- Individual coaching
- Attended a coaching workshop outside of District
- Wellness coaching - supporting informal coaching activities between colleagues
- District team coaching with Educational Leadership Team and Board

In response to the prompt, *“Individual coaching: Please describe what was most useful for you in supporting your work”* participants noted:

- Growth plans, impactful conversations, school progress, change, moving forward *discussing, questioning, summarizing, reflecting, planning.
- Supporting action in situations requiring mindful responses.
- Helped me to put in some boundaries and to have a plan to keep healthy and productive
- Dealing with a difficult person and trying to resolve a difference
- I appreciate how grounded I feel after coaching sessions
- Anticipating a coaching sessions makes me mindful of the need to be reflective
- Helped me to examine difficult areas from many angles and was helpful in planning for solutions. It has also been very creative and inspiring.

In response to the prompt, *“Other coaching activities: Please describe what was most useful for you in supporting your work”* participants noted:

- School progress, change, moving forward community building *discussing, planning, facilitating, follow up
- Coaching workshops and retreats have helped me to learn important self-regulation skills with meditation and other self-awareness techniques
- Combined ELT/Board Sessions bring us together around our common purpose - student success.
- It is beneficial to have time to work in a focused way with the larger team throughout the year
- To have another set of eyes on our work; to receive feedback; to hear what others are doing in this work

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

- Ongoing individual coaching.
- Team and small group coaching.
- Opportunities for teacher and support staff professional development related to utilizing a coach approach
- Teacher coaching. How can we improve literacy and numeracy instruction through focused coaching?
- I would like to continue with individual coaching and group coaching with the team.

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 were approved for 2018-19

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