

Gulf Islands School District Leadership Coaching: Executive Summary 2018-19

This is the tenth 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.

Sixteen individuals were surveyed, and ten responses were received. Seven of the ten who responded indicated that they had been involved with coaching during the 2018-19 school year.

A summary sample of responses from the 2018-19 survey follows:

In response to the prompt, ***“If you have not been involved in coaching activities in the 2018-19 school year, please indicate what has prevented you from being involved”*** participants noted:

- I was involved in other pro-d this year
- I had good intentions to taking part...I am disappointed and wish I had taken part
- I wasn't here most of the year

In response to the prompt, ***“If you have been involved in coaching activities, please indicate all of the ways you have been involved in coaching during the 2018-19 school year”*** participants noted:

- 1:1 and small group coaching
- Individual coaching and triad coaching with colleagues

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

- Coaching was a fantastic platform to have professional safe conversations and have a sounding board
- The most useful part of the coaching experience has been the facilitated personal reflection
- Supporting me in my work/life boundaries...having someone to help me see what frequently traps me in the cycle of working too much and not balancing self-care...The coaching is so much more than that though...it builds my capacity in leadership as well

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

- The triad has been my most useful form of coaching. The feedback loop was invaluable in gaining the skill set to have the confidence to engage in coaching conversations with staff.
- Being able to take a coach approach in supporting colleagues
- Triad coaching - the opportunity to 'practice' triad roles amongst colleagues to build my capacity to have similar conversations with others

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

- A more structured format for triad Coaching
- Meeting with our coaches in small groups to learn coaching skills
- One on one coaching and team coaching opportunities coaching and ELT coaching

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 2019-20:

- Continue to offer individual and team coaching while structuring group (triad), peer training opportunities for educational leaders
- Continue to provide flexibility of choice regards coaching models, timing and duration
- Provide coaching opportunities for newly hired exempt staff in non-educational leadership positions
- Continue to monitor and evaluate the success of the coaching initiative