



COACHING AT OTEHA VALLEY SCHOOL

Our 'Accidental' Journey

2012- 2018

▶ *“We want coaching to be part of the DNA of our school”*



▶ *“Start with the end in mind”*





WHAT?

HOW?

WHY?

COACHING TIMELINE

2012

Jan Hill works with SL team and then teachers introducing coaching

2013

*Coaches are selected and time is set aside each term for coaching meetings- as part of teacher PD
Coaches and coachees are surveyed at the end of the year for feedback and review*

2014

*Coaching process is reviewed from feedback from teachers.
More coaches are trained. Two Leaders attend Coaching Conference in Melbourne*

COACHING TIMELINE

2015

*Mark Treadwell works with teachers on a Competency based framework
More teachers are trained
Another survey conducted to get feedback
Coaching continues to be prioritised in teacher PD meetings*

2016

*Start seeing evidence of Coaching moving from "something we do" to a way of behaving and having professional discussions.
We continue to work with Mark Treadwell on our Competency based curriculum*

2017

*Continue working with Mark Treadwell
Much more evidence of a 'coaching culture' in the school
SL work with Jan Hill on Collaborative Inquiry Teams*

COACHING TIMELINE

2018

*Collaborative Inquiry teams introduced to teachers
Teachers encouraged to select a trained coach to help with their Inquiry goal
Jan Hill coaches CI teams on an ongoing basis
More teachers are trained in GROWTH Coaching
Peer Coaching introduced to a Year 6 class
Review CI teams*

2019

*Continue to offer teachers opportunity to attend Coaching PD
CI teams are reviewed from feedback
Peer coaching is rolled out to other classes/teachers*

2020

Ongoing evidence of the benefits of coaching from improving teacher effectiveness and raising student achievement

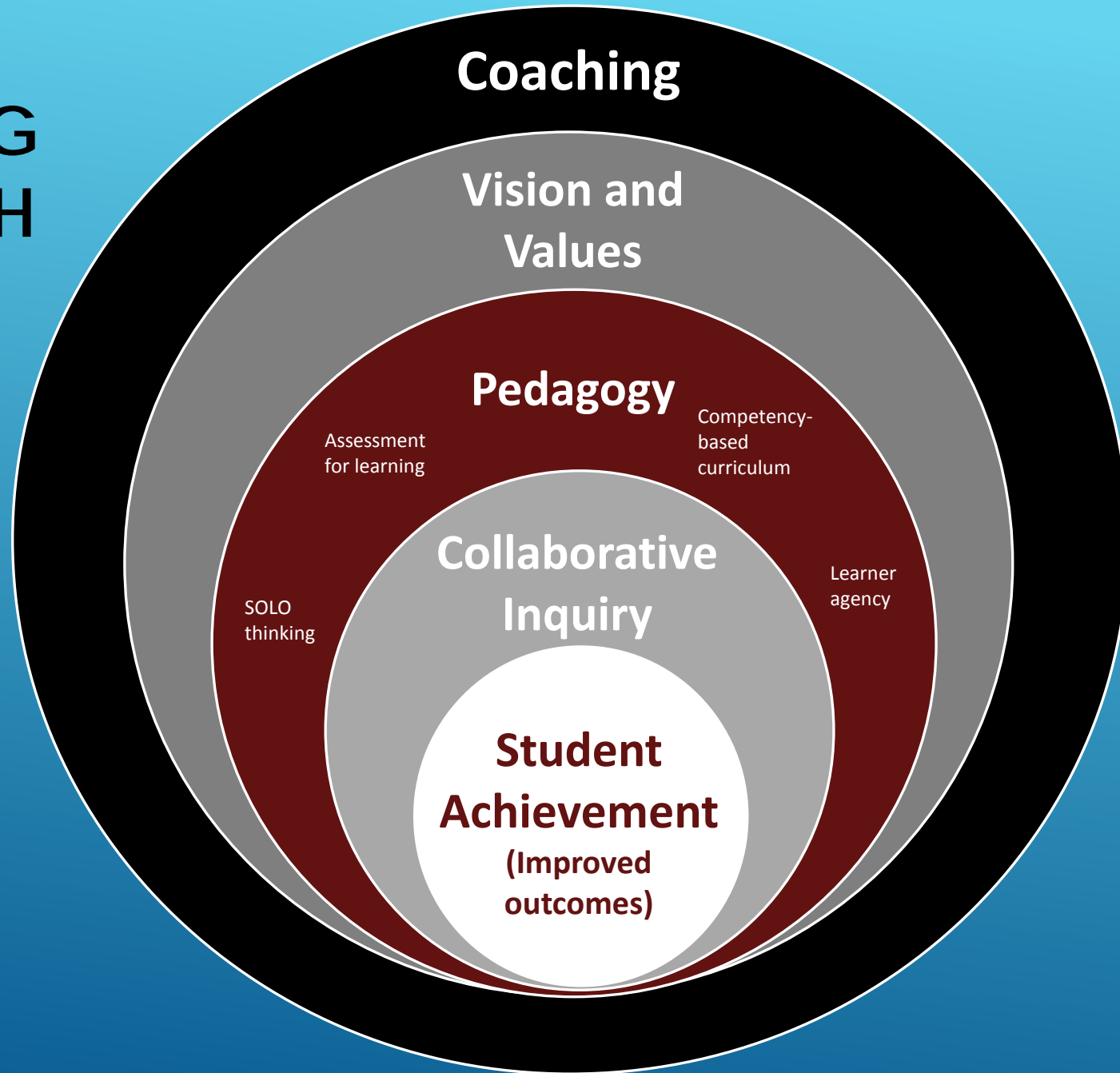


COACHING AS A WAY OF 'BEING'


- ❑ Competency framework for curriculum
- ❑ Students peer coaching
- ❑ Collaborative Inquiry Teams



HOW COACHING FITS IN WITH OUR BIG PICTURE



BENEFITS OF COACHING

- ❑ professional and personal growth of teachers
 - ❑ leadership development
 - ❑ long term investment in people
 - ❑ teacher personal accountability, coming up with own solutions, more likely to carry out actions,
 - ❑ ISMART goals- buy in from teachers- goals must be inspiring, students using ISMART goals in their class,
 - ❑ shared language of learning across the school
 - ❑ solutions focused approach- not a deficit or problem focus
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WHAT DO SOME OF OUR TEACHERS SAY ABOUT COACHING?

Coaching has made me take more ownership of my results and I have been more focussed with my goals as a result

If I did not have the coaching I would have probably continued to procrastinate on areas that needed assistance. The coaching has given the process more meaning.

WHAT DO SOME OF OUR TEACHERS SAY ABOUT COACHING?

Having been a part of Coaching for a number of years now I can see and feel the benefits for me, my children and our staff as a whole

Not typically a 'goal setter', being coached has completely changed my feelings towards goals and my success in achieving them

WHAT DO SOME OF OUR TEACHERS SAY ABOUT COACHING?

I have personally found that having coaching as a leadership tool, enriches my practice as a professional. I feel that I can support and lead in a confident way by using coaching to reflect and engage in a professional discussion. Coaching individuals to be the best they can be, to problem solve and have a new focus encourages my colleagues to learn from challenges. I feel that this has a long term positive impact for us all.

It has made me realise that I have to come up with ways to solve problems- no one else will do it for me

Being a coachee has made me think more deeply because our coach keeps asking us questions

I feel so comfortable with my coach- I trust him even though I didn't really know him very well at first. Now I feel I can go to him or work with him anytime

WHAT DO SOME OF OUR STUDENTS SAY ABOUT COACHING?

It's really helped having someone to talk to and I know my coach is going to check on me so I need to be doing what I said I would do


In our class now boys and girls are really friendly to each other and we are fine to choose to work together- we are more collaborative

The coach asking me "what else" makes me have to think- 1 idea/option isn't enough

WHAT DO SOME OF OUR STUDENTS SAY ABOUT COACHING?

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CHALLENGES/BARRIERS

- ❑ Time
 - ❑ Inducting new staff
 - ❑ Cost- financial and human resources
 - ❑ Having enough trained coaches
 - ❑ Teachers who didn't 'get' it- just treated it as something to do and tick off
 - ❑ Sustainability- momentum- responding to needs and demands
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AND WHAT ELSE?

