



# Students as Coaches @ ANI

Coaching in Education Symposium  
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# Introducing the ANI Team



## **Year 8 Students**

Raghav Rao

Donald Chhouk

Olivia Sheriff

Aryan Talathi

Emmanuel Hernandez

Estella Patterson

Alex Bell

Emma Cheng

Georgia Lewis

Katlyn Thomas

## **Additional Presenters**

Nicky Knight

The Education Group Ltd

Shane Devery

Auckland Normal Intermediate School



# Session Overview

- Why Students as coaches? – Nicky
- Coaching framework – Nicky
- Setting Goals – Shane
- A Coaching Culture at ANI – Students
- Student Coaching Demonstration – ANI Students
- Q+A - All





# Why Students as Coaches?

*Exploring the benefits of being a student coach in educational settings*

Van Nieuwerburgh and Tong (2013)

- Most people focus on the benefits for the coachee
- Benefits for student coaches
  - improved communication skills (asking good questions, listening, giving and receiving feedback)
  - increased self confidence
  - improved skill in perspective taking
  - improved relationships with peers, teachers and even siblings
  - increased emotional intelligence



# Why train students?

“Learning to be a coach or mentor is one of the most effective ways of enabling teachers and leaders to become good and excellent practitioners”

Centre for the Use of Research & Evidence in Education, UK, 2005



# Students Coaching Other Students

- Still relatively rare in primary schools
- Students well placed, as one of the most consistently identifiable factors seen as contributing to the success of coaching is the 'quality of the relationship between coach and individual client.'

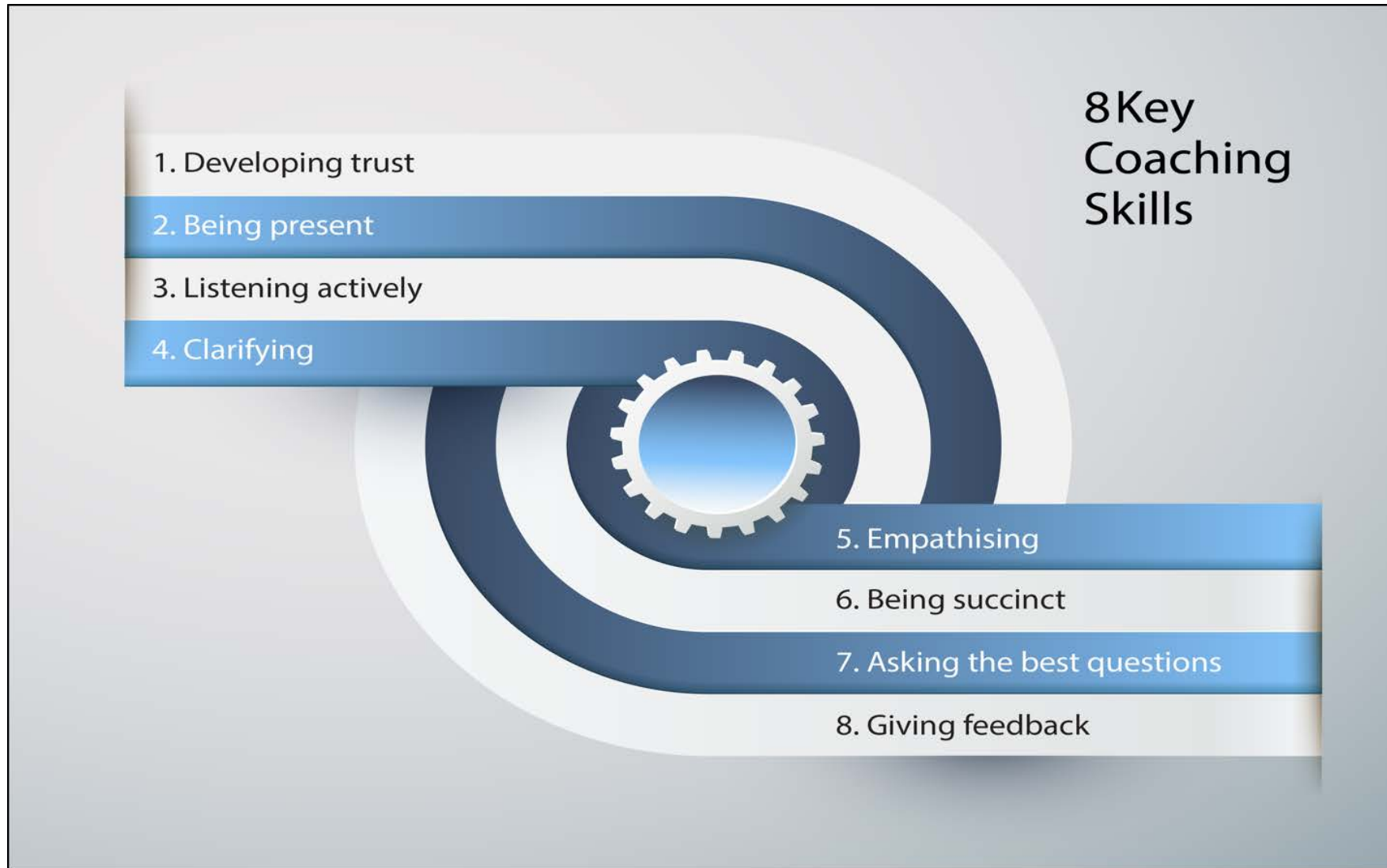


# The GROWTH coaching System is...





# 8 Key Coaching Skills



# Coaching Way Of Being



Coaching  
Way of Being

# Goal Setting



**I**  
**S**  
**M**  
**A**  
**R**  
**T**

**Inspiring**

**Specific**

**Measurable**

**Achievable**

**Results driven**

**Time-bound**

# Goal Setting Template

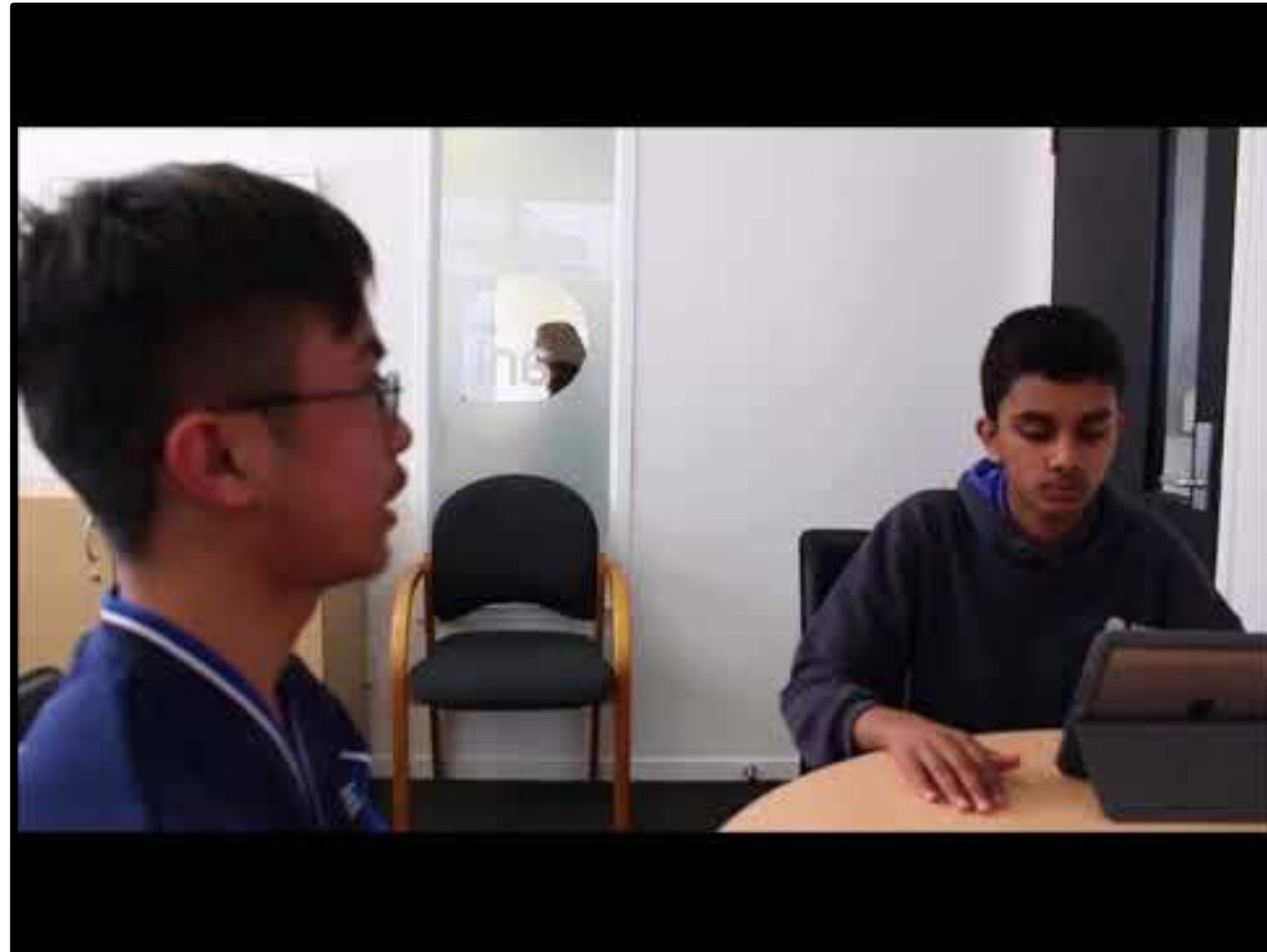
- By .....(timeframe, for example *By the 23rd of August*)
- I am/ have .....(change in practice, for example *I have worked every Tuesday to make steps toward this presentation*)
- So that .....(benefits/ outcomes, for example *so that we are prepared and will have a successful presentation*)



# ANI's Coaching Culture- How did we get to be here?

- ANI over the last few years
  - Why coaching at ANI?
- Explaining the Coaching Rubric

# Student Coaching in Action at ANI





# ANI's Student Coaches Programme

## **Modules 1-3:**

- GROWTH model
- Eight coaching skills- questioning
- Structure of goals
- Practised with peers in the coaching group

## **Modules 4-6:**

- Student coaches coached students in classrooms in goal setting
- Some goals were linked to goals set at the beginning of the year



# Setting up a Sustainable Training Programme for ANI Student Coaches

- Phase 1: Teachers nominated students and some students nominated themselves to be trained as a student coach
- Phase 2: The student training programme consisted of 6 modules
- Phase 3: Students went into classroom and coached their year 7 peers
- Phase 4: Student coaches have follow-up coaching sessions with the same students they previously coached
- Phase 5: Teachers nominate students and some students nominate themselves to be trained as a student coach by year 8 coaches for 2019





# Our Experiences Coaching Classrooms

- How we felt about coaching the first time
- How we used the skills and strategies that we had learnt in our training
- How we tuned into our Emotional intelligence - the coachee's body language
- How we used the goal framework



## Impact on Coaches: Personal growth

- Increased confidence in talking to people we don't know
- Builds on our ability to clarify, synthesise and be succinct
- Developed our EQ (Emotional Quotient)
- Strengthened our relationships with peers
- Increased understanding of how people 'operate' – makes us more accepting of others perspectives and abilities
- Being honest to ourselves and being able to solve problems and set goals in our own lives



# Impact on Coaches: Transferring coaching skills to other contexts

- Use the skills in college
- Use the skills in everyday communication
- Great skills for future employment
- Coaching makes you a more focused person
- “Coaching skills are life skills”
- Coaching and being coached makes you a better leader
- More able to listen to everyone and use all ideas in a group task



# Impact on Coachees

- Student coaches liked their peers coaching them - they kept it simple
- Level of trust was key to unlocking potential
- Students liked the opportunity to build a new relationship/friendship with peers
- Students noticed that because they were on the same level they were more likely to be honest
- Student coaches are more patient
- Students are more open to more ideas
- Students liked that after they had the tools and the techniques for themselves



# Coaching Demonstrations

- Each student coach will now coach at a table with a chosen (volunteer) with others adults observing – dependent on room availability organisation etc.



# SO WHAT? Next Steps: What will 2019 look like?

- In term three 2018 our current coaches teach our new year 7 coaches
- 2019 Goal - to have all students having the opportunity to coach and be coached
- Through existing connections we will develop more opportunities for coaching conversations across schools
- Develop a programme for Year 7s to coach year 6s



# Question time:

the **e**ducation group Ltd

**e**xcellence - **e**thics - **e**fficacy - **e**mpathy





# Contact Information:

the **e**ducation group Ltd

**e**xcellence - **e**thics - **e**fficacy - **e**mpathy

- Shane Devery [sdevery@ani.school.nz](mailto:sdevery@ani.school.nz)
- Auckland Normal Intermediate [www.ani.school.nz](http://www.ani.school.nz)
- Nicky Knight  
[nickyknight@educationgroup.co.nz](mailto:nickyknight@educationgroup.co.nz)





## Resources

2018 Students as Coaches Rubric – linked to SOLO taxonomy and focused on student self assessment from when they enter being a coach and at the end of their Year 8 year (Focus is on making progress)



# Relevant Research

- van Nieuwerburg, C.& Tong, C. (2013) Exploring the Benefits of being a student coach in educational settings: A mixed-method study. *Coaching: An International Journal of Theory, Practice and Research*, 6(1), 5-24
- Madden, W., Green, L.S., & Grant, A.M. (2011) A pilot study evaluating strengths-based coaching for primary school students: Enhancing engagement and hope. *International Coaching Psychology Review*, 7(1), 71-83
- van Nieuwerburgh, C. (2015) The development of peer coaching skills in primary school children: An exploration of how children respond to feedback. *International Journal of Information and Education Technology*, 5(1), 50-54
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- Knight, J. (2007) *Instructional coaching: A partnership approach to improving instruction*. Thousand oaks, CA: Corwin