



**GROWTH
COACHING
NEW ZEALAND**

In partnership with The Education Group Ltd

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The
Education
Group



**CHRISTIAN VAN
NIEUWERBURGH**



CHRIS MUNRO



PIP CARTER

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COACHING
NEW ZEALAND
In partnership

COACHING SYMPOSIUM: COACHING FOR IMPACT – SUSTAINING CHANGE THROUGH LEARNING CONVERSATIONS

FRIDAY 9 AUGUST 2024

PROGRAMME

8:30 am

Karakia and welcome to the day

Jeremy Hema

Keynote #1

Coaching for Impact and Sustainability: Prioritising Wellbeing

Christian van Nieuwerburgh



CHRISTIAN VAN
NIEUWERBURGH

8:45 am – 9:20 am

In this keynote, Christian will highlight the importance of sustainability in coaching. Coaching is an intervention designed to bring about *sustained* and *sustainable* changes to behaviours and ways of thinking. At the same time, we should pay closer attention to the wellbeing of our clients and those around them. How can we ensure that we do not inadvertently *add* pressure on our clients? And finally, we must look after our own wellbeing too. The practice of coaching must be sustainable for us. How can we care for ourselves so that we can be of better service to others?



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9:30 am – 10:30 am

Workshop 1

Overview

| | Workshop Title | Presenters | Room | Primary/ Secondary |
|----|--|---|-------------------------|-----------------------|
| 1A | Coaching, Mentoring and Everything In-between: The Dance of Inquiry and Advocacy | Chris Munro | Squadron Ballroom (300) | Primary/ Secondary |
| 1B | <p>The Impact of Coaching on School Leadership: Outcomes for Principals, Senior Leaders and the School</p> <p>Facilitated by Kay Hawk and Jan Hill</p> | <p>Panellists:</p> <ul style="list-style-type: none">• Claire Amos, Albany Senior High School• Yolande Franke, Principal, Somerville Intermediate School, Howick• Cindy Walsh, Freemans Bay School, Central Auckland• Tom Webb, ex-Principal Mangere College, newly appointed as Principal of Mt Roskill Grammar School• David White, Principal, Marshall Laing Primary School, Lynfield | Dinghy Locker (80) | Primary/ Secondary |
| 1C | Empowering Across School Leaders: The Power of GROWTH Coaching | Lizzie Bayliss and Sarah Hynds The Education Group | Quarterdeck (100) | Primary |
| 1D | Students Coaching Students | Mark Keenan Sunnyhills Primary School (former principal of Maraetai Beach School) and Steve Harper-Travers Maraetai Beach School | Members Lounge (50) | Primary |

1A Coaching, Mentoring and Everything In-between: The Dance of Inquiry and Advocacy **Chris Munro, Executive Director, Growth Coaching International**

Venue: Squadron Ballroom

Everyone at this symposium brings knowledge, expertise, experience and perspective but no one of us can be the expert in *your* world. *You* are the expert in your world. All we can do is present 'lenses' and hold a space for you to think so that you are able to make sense of that world and have a more positive impact on it. Our knowledge, expertise and perspective may, at times, be helpful, but not sufficient, in order to best serve the thinking and progress of our fellow educators.

This workshop will raise awareness of the factors at play when attempting to influence and support the practice of our fellow educators (humans!) and highlight the key skills and attributes required to do this well. Key to this is being discerning and shifting stance as we the 'dance' between inquiry and advocacy in service of the thinking and progress of our conversation partner.

1B The Impact of Coaching on School Leadership: Outcomes for Principals, Senior Leaders and the School

Facilitated by Kay Hawk and Jan Hill, The Education Group

Venue: Dinghy Locker

The panellists are:

- Claire Amos, Principal Albany Senior High School
- Yolande Franke Principal Somerville Intermediate School
- Cindy Walsh, Principal Freemans Bay School, Central Auckland
- Tom Webb, ex-Principal Mangere College, newly appointed as Principal of Mt Roskill Grammar School
- David White, Principal, Marshall Laing Primary School, Lynfield

We want everyone to walk away from the panel discussion with at least one idea of how they can use coaching to progress their leadership

We will encourage questions from the audience and your participation and topics covered may include:

- How the panellists started their leadership coaching
- The positive impacts on their leadership
- Any positive impact of coaching on their school and how this came about
- What they learned about the process and implementation
- What the greatest challenges have been and how these were negotiated

1C Empowering Across School Leaders-The Power of GROWTH Coaching

Lizzie Bayliss and Sarah Hynds, The Education Group

Venue: Quarterdeck

If you're wanting to keep your ASL's inspired, accountable and get them clear on their goals make sure they have a COACH too.

This workshop provides an understanding of the importance of Growth Coaching for Across School Leaders. It offers practical insights into its effectiveness as an approach to support Across School Leaders to lead learning across the Kāhui Ako.

Sarah and Lizzie will walk you through the Why? How? & What? of ensuring your ASLs not only coach leaders but have a coach themselves, the benefits for your Kāhui Ako as well provide you with some case studies from Kāhui Ako across Aotearoa.

1D Students Coaching Students: Developing the Whole Child

Mark Keenan and Steve Harper-Travers, Maraetai Beach School

Venue: Members Lounge

Mark and Steve will share their school coaching journey over the past five years on developing and implementing a student coaching student programme that develops the whole child. The workshop will focus on what to consider when deciding to set up a student coaching student programme, what this can look like in practice and the successes and challenges they have experienced along the way.

Students will model a coaching conversation and participants will have time to reflect on what is happening in their own setting and begin to complete a plan of action for implementing student coaching in their schools.

10:30 – 11:00 am

Morning Tea

Keynote #2

Leading Learning Conversations: Conversation Contexts for Impact

Chris Munro, Executive Director,
Growth Coaching International



CHRIS MUNRO

11:00 am -11:35 am

Conversation is the medium through which leadership is lived out in schools and a 'coaching approach' has emerged as a highly effective way of leading in these complex human-intensive organisations. Regardless of organisational structure or prevailing policy framework; influence, learning, and progress happen through conversation. Fundamentally, change is enabled or inhibited by *how* we talk, and *what* we talk about, in the myriad of conversation contexts that present themselves throughout the school day.

The 'Learning Conversations Map' proposes a way of representing and organising the range of contexts where a 'conversation leader' may intentionally support the *learning* of another through conversation. This keynote presentation will introduce the four quadrants of the Learning Conversations Map: Formal Coaching Conversations; Review and Development Conversations; Leader-initiated Conversations; and Other-initiated (in-the-moment) Conversations.

Delegates will be invited to consider their own learning conversation contexts.



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11:40 pm – 12:30 pm:

Workshop 2

Overview

| | Workshop Title | Presenters | Room | Primary /Secondary |
|-----------|--|--|-------------------------|---------------------------|
| 2A | Eliciting Positive Emotions in Coaching Conversations: Practical Strategies | Christian van Nieuwerburgh | Squadron Ballroom (300) | Primary /Secondary |
| 2B | Impact Coaching: The Impact | Alison Spence and Catherine Palmer Kohia Terrace School | Quarterdeck (100) | Primary |
| 2C | Maximising Impact: Using a Coaching Approach Across Kahui Ako | Kāhui Ako Roween Higgle and Julie Schumacher | Dinghy Locker (80) | Primary/ Secondary |
| 2D | What is 'The Impact Cycle' and how can it support teachers to teach even more brilliantly? | Jan Hill and Rowan Johanson The Education Group | Members Lounge (50) | Primary/ Secondary |

2A Eliciting Positive Emotions in Coaching Conversations: Practical Strategies Christian van Nieuwerburgh

Venue: Squadron Ballroom

In this interactive workshop, participants will have the opportunity to learn practical strategies from the field of positive psychology that can be integrated in coaching conversations. Strengths spotting, connecting to meaning and focusing on positives will be explored. Clients who experience positive emotions are more likely to feel better and think more creatively.

2B Impact Coaching: The Impact

Alison Spence and Catherine Palmer, Kohia Terrace School

Venue: Quarterdeck

Impact Coaching has become an integral part of the professional growth cycle for our Kaiako. From trialling it in 2021 to full school implementation in 2022 it is clear that it is having a positive impact for our Kaiako and ultimately ākongā. So what is it about impact coaching that we find so beneficial?

This workshop will unpack our journey for you in three main areas

Part 1 - What is Impact Coaching?

We will unpack the key elements of Impact Coaching and identify the similarities and differences to Growth Coaching.

What is it about Impact Coaching that was so appealing?

Part 2 - Impact Coaching at Kohia Terrace School

The KTS story

- How was it introduced?
- What systems and processes were introduced to support its implementation?
- How does it align with the Professional Growth Model?
- What has been the impact for kaiako and ākongā?

Part 3 - Professional Growth experiences

Individual staff will share their experiences of impact coaching; the challenges and the successes.

We will also share resources and systems that have been developed to support our coaches and the kaiako

2C Maximising impact using a coaching approach across Kahui Ako

Roween Higgin and Julie Schumacher, The Education Group

Venue: Dinghy Locker

Suitable for all leadership including KA Lead Principals and Support Principals, Across School and In-School Leaders.

Are you part of a Kahui Ako? Maybe you are the Lead Principal, a support Principal or hold a role as Across School / Within School teacher. Are you looking to understand how coaching and a coaching approach can support all leaders to have more robust, effect conversations across your Kahui Ako?

In this workshop Roween and Julie will share their work and outline how leadership coaching has benefitted six Kāhui Ako all with individual contexts and achievement challenges.

You will hear how GCNZ Coaching has assisted each Kāhui to work collaboratively at all stages of the strategic plan development from the initial setting up of relationships through to measuring the impact of their development and the outcomes for students.

Participants will complete our coaching rubric to provide an understanding of where their Kāhui Ako is at in terms of establishing a leadership coaching approach and will then identify key next steps and conversations that need to occur within their Kahui Ako.

Come and share an hour with us and deepen your understanding of:

- Where your Kāhui Ako is at in terms of establishing leadership coaching
- What different aspects of coaching are needed across a Kāhui Ako
- How to sustain the culture of coaching as roles and responsibilities change
- How coaching as an approach will maximise impact across all schools and in all classrooms.

2D The Impact Cycle

Jan Hill and Rowan Johanson, The Education Group

Venue: Quarterdeck

You may have heard the term Impact Cycle coaching being bandied about out in the education world - what is it? how does it work? what's in it for me or our school?

Starting with a simple introduction to the impact cycle framework and the partnership principles that underpin it, you will learn about:

- Some key components of this form of coaching
- How it is different from other types of coaching
- How it aligns with other coaching you may be doing in your school
- How to get started
- How to go about making expectations of classroom practice clear and simple
- Who can be involved
- Some of the pitfalls and challenges we have noticed

12:30 pm – 1:30 pm:

Lunch

1:35 pm – 2:25 pm:

Workshop 3

Overview

| | Workshop Title | Presenters | Room | Primary/ Secondary |
|-----------|---|---|-------------------------|-------------------------------|
| 3A | Live Coaching Conversation: Using the Skill of Noticing | Chris Munro/Christian van Nieuwerburgh | Squadron Ballroom (300) | Primary/ Secondary |
| 3B | Sustaining a Coaching Culture | Jan Hill and Nicky Knight | Quarterdeck (100) | Primary/ Secondary |
| 3C | A School Journey in Coaching | Pigeon Mountain Primary School | Dinghy Locker (80) | Primary |
| 3D | Using Coaching to Improve Transitions Between Kura | Alexandra Sergeant and Rachel Thornton, Whangārei Boys' High School | Members Lounge (50) | Secondary |

3A Live Coaching Conversation: Using the Skill of Noticing

Christian van Nieuwerburgh and Chris Munro Growth Coaching International

Venue: Squadron Ballroom

Participants will be invited to use a noticing framework to observe a live, unscripted coaching conversation between Chris Munro and Christian van Nieuwerburgh. After the session, there will be an opportunity to ask questions and explore practical ways to enhance your coaching practice.

3B Sustaining a Coaching Culture

Jan Hill and Nicky Knight, The Education Group

Venue: The Quarterdeck

Have you invested in coaching and are looking for ways to sustain its growth within your organisation?

While many educators find professional learning and development in education inspiring, relevant and motivating, sustaining improved practices in the longer term can be challenging. Coaching is no exception. Join our workshop for a deep dive into understanding and implementing practical strategies for incrementally developing a coaching culture so that coaching becomes 'the way we do things around here'.

Discover how to ...

- Grow the capability of your people
- Integrate coaching into your strategic direction
- Use coaching in multiple contexts such as leadership, professional practice, students and whānau community members
- Leverage a coaching approach in meaningful conversations
- Evaluate the impact of coaching

3C A School Journey in Coaching at Pigeon Mountain Primary School

Dylan Marshall and Caitlin Myers

Venue: Dinghy Locker

Embark on a transformative journey with Pigeon Mountain Primary School! For a decade, coaching has fuelled our growth, fostering collaboration rooted in our four school values of respect, responsibility, resilience, and excellence.

Discover how coaching has become our way of life, from measuring impact to embracing vulnerability and collaboration. Explore the power of video-enhanced peer coaching and witness middle leaders embedding strategic goals with passion.

Join us to learn practical strategies for building a culture of growth, connecting with neighbouring schools, and maximising the potential of every learner. Get ready to leave inspired and equipped to cultivate a coaching culture in your own educational setting!

3D Using Coaching to Improve Transitions Between Kura

Alexandra Sergeant and Rachel Thornton, Whangārei Boys' High School

Venue: members Lounge

Navigating the vast landscape of a large secondary school can be both a challenge and a reward, yet for some students, a sense of disconnect may overshadow their experience. Recognising the need to support student well-being during this critical time, some across school teachers embarked on a mission to explore innovative solutions. In 2020, a pilot programme was launched, aimed at bringing together Year 10 students from a local secondary school with Year 6 students. The results were remarkable. The younger students had the opportunity to connect with their older counterparts, fostering relationships that extended beyond the classroom. Meanwhile, the secondary school students embraced leadership roles, providing guidance and support to their younger peers. However, there was a need to provide more structured training and support for the year 10 students, bridging the gap between different levels of education.

In 2022, an improved transition programme was launched, targeting Year 9 students exhibiting leadership potential and positive traits. Around 20 students became the inaugural coaches and were trained in using the GROWTH framework. In 2023, these student coaches collaborated with Year 6 students from feeder schools facing transition challenges. The programme included relationship-building sessions, school visits, and coaching throughout Terms 1 to 3, culminating in a celebration day. The connections will extend into 2024, with Year 11 student coaches continuing coaching sessions with Year 7 coaches. Positive feedback from students and staff has prompted programme expansion for all year groups. While the success of these transitions will be realised in 2026, early signs and data suggest the programme's effectiveness. This presentation will detail the programme's structure, share insights from participants, and provide practical ideas for implementation in your school.

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'Showing Up Stronger'

Pip Carter



PIP CARTER

2.30 pm – 3.15 pm

Pip Carter believes that we are all 100% in control of how we show up in the world. The starting point for any kind of change starts with us, and how we show up, shape up and build up ourselves to bring the best version of us to the world. She wished she'd known this when she was at high school – if she had, they might not have asked her to leave!

Get ready for some provocation, inspiration, and a learning conversation with yourself.

This closing Keynote focuses on bringing together the learnings of the day, reflecting and holding up a mirror to ourselves.

How do we take what we've learned and apply it to show up as a better coach, not only for others, but for ourselves? What needs to 'shift and lift' in our coaching practice? How do we ensure we are bringing the best of ourselves, so we can give our best to others?

This session is about self-awareness and a learning conversation with ourselves. Designed to get clarity on how and where we can show up and have greater impact, as new and improved versions of us in our coaching practice and in life.

3.15 pm -3.30 pm

Closing comments and karakia



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