



Oide

Tacú leis an bhFoghlaim
Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Leadership Team Coaching – the experience of ETB School Leaders

ETBI Conference
January 2024

Dr Mary Nihill, Director Of Leadership

Dr Alan Kinsella, Post Primary Leadership Coordinator



1:1 Coaching for Principals in Schools

(Since Jan 2017)

One to One Coaching started	1345
Coaching Completed	693
Primary	1008 (30%)
Post Primary	337 (46%)

Team Coaching in Schools

(Since Jan 2020)

Team Coaching	
Primary	289 (9%)
Post Primary	114 (16%)



Focus of Coaching sessions

- Sustaining themselves in the role
- Resolving a conflict
- A coaching approach to performance management/review.
- Planning curriculum.
- Designing a new leadership structure.
- Developing the teamwork of staff.
- Supporting effective classroom management





What coaching has offered to Principals and schools to date

- Greater self-awareness – impacting the emotional aspect of leading
- Greater sense of work/life balance
- Refilled their emotional, mental and spiritual reservoirs
- Embraced and developed new mechanisms for coping with the challenges of school leadership





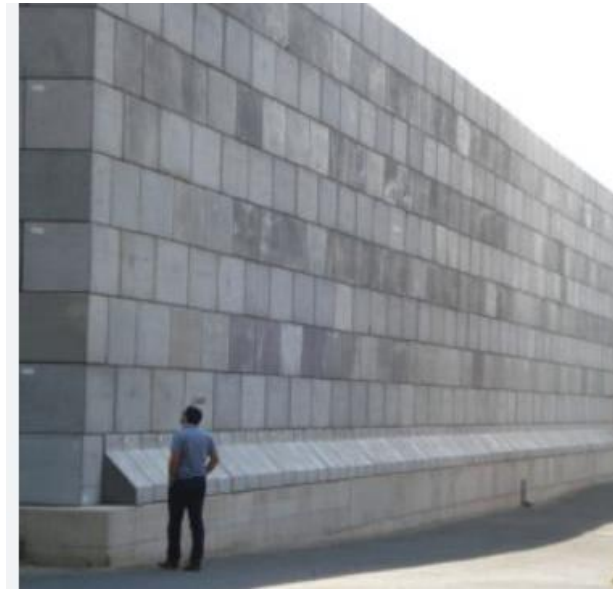
What coaching has offered to Principals and schools to date

- Identified what courage feels and looks like for them
- Prioritised sustainability
- Evidence of retention
- I moved from “*Come to me with a problem and I will solve it*” to “*I will coach you through your options.*”(NAP)



Challenges

- The desire for quick fixes
- Time
- Change blockers – preventing others accessing coaching
- Deficit model of coaching
- The “sacrifice syndrome”
- Seeing selfcare as an unselfish act
- Needs a whole school approach



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Applying



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Brian Crowley



Louise Cunningham



Fiona McKeever



Denise Kelly

- Log onto [www. Centre for School Leadership](http://www.Centre for School Leadership) and go to the Coaching section of this website(Will shortly be available through the Oide Website)
- Select your Region (or any other region)
- Read the Bios of the Coaches
- Call the number and set up a Chemistry Check
- Engage a coach for four 1:1 Sessions
- Engage same coach (or another) for 4 sessions of Team Coaching
- Totally funded by DE



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Go Raibh Maith Agaibh