



COACHING
for EDUCATORS

"Coaching is a collaborative, solution-focused, result-orientated and systematic process in which the coach facilitates the enhancement of work performance, life experience, self-directed learning and person growth of the coachee"

Anthony Grant, psychologist and coach.



Coaching conversations in the classroom or staffroom

Process

Outcome



Classroom leadership - Coaching conversations

Outcomes

Students listen to you
more,
and listen to each
other more

Students think more
for themselves
about their studies
and life choices.



Core Coaching Skills

SETTING THE
FOUNDATION

COMMUNICATING
EFFECTIVELY

CO-CREATING THE
RELATIONSHIP

FACILITATING LEARNING
AND RESULTS



Setting the foundation

1. MEETING ETHICAL GUIDELINES AND PROFESSIONAL STANDARDS
2. ESTABLISHING THE COACHING AGREEMENT

Challenges?
Benefits



Co-creating the relationship

3. ESTABLISHING TRUST AND INTIMACY
WITH THE COACHEE

4. COACHING PRESENCE

Challenges?
Benefits



Communicating effectively

5. ACTIVE LISTENING

6. POWERFUL QUESTIONING

7. DIRECT COMMUNICATION

Challenges?
Benefits



Facilitating learning and results

8. CREATING AWARENESS

9. DESIGNING ACTIONS

10. PLANNING AND GOAL SETTING

11. MANAGING PROGRESS AND
ACCOUNTABILITY

Challenges?
Benefits



Active Listening



Listening levels

1. Not really listening
2. Listening mostly to yourself
3. Listening to their words
4. Listening to their meaning
5. Listening to everything



Active Listening



Active Listening



Actively listen to your colleague speaking about their experiences of the day, in silence, using both ears, both eyes, whole heart, giving no comments, dismissing your own thoughts and ideas - just actively listening.



Active Listening



Challenges?
Benefits



Coaching conversations - the purpose

“Most people do not listen with the intent to understand; they listen with the intent to reply.”

Stephen R. Covey
(1932-2012)
InspirationBoost.com



Coaching conversations - the purpose

"to further the action and/or deepen the learning"



Powerful questioning



Types of questions

1. Statement (not a question)
2. Closed question
3. Leading question
4. Open question



Open questions open hearts, open minds

These most commonly begin with

What

Who

Where

When

How



Powerful questioning



Challenges?
Benefits



Socratic questioning

- the heart of critical thinking
- the heart of critical thinking
- the heart of critical thinking

Six types of Socratic questions:

- the heart of critical thinking

1. Clarification
2. Probing assumptions
3. Probing reasons and evidence
4. Viewpoints and Perspectives
5. Probing implications and consequences
6. Asking about the question



Powerful questioning



Further the action or deepen the learning.

Listen to your partner talking about a tough lesson, ask only open questions based on what they said.

Use Active Listening of course!



Coaching demonstration



Coaching demonstration

"What we say in this room, stays in this room - we don't mention it after today"



GOALS

Specifically, what do you want to achieve?

REALITY

How much can you personally affect the results?

OPPORTUNITY

Suppose you had already reached your goal. How did you get there?

WILL

Who needs to know about your plans?



Coaching demonstration



Challenges? Benefits?



Feedback

What was good?

What was best?

What could be
improved?

Contact?

Name and
telephone please



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