

Developing Coaching for Teaching and Learning

Coaching – One of the most difficult leadership skills to develop?



Effective professional development is strongly enhanced through collaborative learning and joint practice development'. Great professional development which leads to great pedagogy: nine claims from research – **Stoll, Harris and Handscomb**

Investing in a coaching and mentoring school programme is one of the most effective ways to improve the quality of teaching and learning across a school, and this is something we have done here at the Tapscott learning Trust. Many teachers involved subsequently change or develop aspects of their teaching which improves their pupils' learning.

The programme takes place over 3 half days across the academic year giving time and opportunity to practice the strategies learned. Some of the course content Includes:

- Evaluating current leadership practices and cultures within schools
- Reviewing research and coaching models
- Capturing a baseline and evaluating the skills of successful coaching
- Developing a coaching approach and practising skills learned
- Self-reflecting at key points of the process and developing next steps.

The unique thing about this programme is that it is both personal and bespoke to the teachers or leaders involved.

The programme is aimed at middle leaders or senior leaders who lead and develop other members of staff. It is also aimed at those who manage teams. The programme is led by our Training Hub Director Danny Mansfield who has extensive knowledge in this area.



Quotes from staff on the impact of the training from a recent project at Langdon Academy (Secondary school)

"Overall it was a really good CPD. I enjoyed it and learnt a lot. It was also good to spend quality time with the rest of the team.

Thank you for organising it for us."

"The workshops have been useful in crystallising thinking."

"Clear and effective strategies how to develop the performance of others"

"Approachable, and supportive facilitator, Danny, provided professional guidance how to identify strengths, provide support and opportunities for growth."

"I found the sessions supportive and thought provoking. It really helped me to challenge my current leadership practice and strive towards a more transformational style."

"The training has been inspiring me to reflect on my own teaching practice as well as how I can progress within my teaching career.

"The support session I have had with my coach has been productive so far, given me aspects of my teaching and learning career to consider and what I am to achieve for both short term + long term goals.

The training provided by the internal staff has also been positive in the sense that I am continuing to actively reflect on my practice across my sessions + department with the hope that aspects such as pace can be developed further much faster for all abilities + courses taught."

If you would like to consider running a coaching and workshop programme within your school, please do get in contact to discuss the options and requirements.

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