Coaching for Enhanced Professional Practice

*Coaching for Enhanced Professional Practice* is the working title of a project that a small team of staff has been developing in recent months. This document is intended to give you a little more information about the work and to invite you to be part of its ongoing development.

**What is coaching?**
Coaching is a partnership to support teachers in meeting agreed goals. Coaching conversations involve clarifying goals, examining reality, exploring options collaboratively, agreeing on actions then implementing support mechanisms. The aim of coaching will be to enhance the learning within classrooms; within teams; within leadership; and towards career progression.

**What’s in it for me?**
Coaching provides an opportunity to have focused conversations aimed at identifying goals and working out ways to achieve them in order to inspire enhanced levels of practice. Your professional learning activity will become more varied, collaborative and purposeful, and have more sustained impact on your practice.

**Is coaching the same as mentoring?**
Coaching is not mentoring. Mentoring tends to be a relationship between an expert and a novice, or at least a less experienced individual. Whilst a coach may occasionally move to a mentoring role, the majority of time is devoted to collaborative problem solving through coaching conversations.

**We are a high performing school: why do we need to improve?**
A core component of teacher professionalism is a commitment to life-long learning and continuous improvement. Coaching should support professional growth in relation to both your own classroom practice and your personal professional development. We should always be striving for our “personal best”.

**Is this just another example of the latest initiative or fad?**
No. Coaching is best seen as a new way of working with one another that will take time to establish as a part of our normal routine. Coaching will be the vital link between teacher goals, professional learning, student outcomes and evidence.

**Is this just another name for appraisal?**
Coaching is not appraisal. The content of coaching conversations remains confidential between you and your coach. Although classroom observation and feedback will be an important part of the process, the purpose of this is to support you towards achieving your goals rather than appraising your performance.

**How do I become a part of this?**
We want to run a coaching pilot during Term 4 and are inviting staff to help us shape what coaching will ultimately look like at our school.
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