

Gulf Islands School District Leadership Coaching Initiative 2010-11 Evaluation Findings

Beginning in August 2009, educational leaders in School District #64 (Gulf Islands), British Columbia were invited to participate in an educational leadership coaching initiative.

The initial goals of the coaching initiative were:

1. To provide educational leaders with an individualized coaching experience;
2. To develop the leadership capacity of educational leaders through setting and achieving their educational goals;
3. To assist educational leaders to become more aligned as a team;
4. To further the district's initiatives of a constructivist approach to learning.

An executive summary related to the initial coaching initiative is available on the school district website at http://www.sd64.bc.ca/dist_downloads/lci-eval.pdf

In 2010-11 the coaching initiative continued with 15 participants accessing 1:1 coaching opportunities with qualified external coaches. In May of 2011 participants were asked to provide feedback on their coaching experiences via an online survey.

All participants felt that they received benefit from the experience. Specifically they noted the following key benefits:

- ☑ Increased level of confidence in abilities;
- ☑ Focus on goals, actions and celebrations of success;
- ☑ Enhanced clarity of work priorities;
- ☑ Opportunity for self-reflection related to effectiveness as leader/manager;
- ☑ Increased awareness of a coach approach in own communication;
- ☑ Strengthened relationships.

In turn, these benefits impacted the participants' ability to have difficult conversations; use questions effectively, support others to use a coach approach, plan with forethought, delegate responsibilities effectively and prioritize their time/energy.

Based on survey results and feedback from coaches and District personnel, the following recommendations are proposed for the Leadership Coaching Initiative coaching initiative.

1. Offer an opportunity for educational leaders to continue their engagement in coaching as a part of their professional development.
2. Offer opportunities for educational leaders to work together to develop their own coaching skills.
3. Offer coaching to all new educational leaders.
4. Continue to allow for choice as to model, frequency, timing and duration of coaching
5. Continue to monitor and evaluate the success of the coaching initiative.
6. Enrol HR personnel in management of coaching initiative.