

2012 Coaching Survey: May 17, 2012 ELT Meeting

1. What did you value most from your coaching experiences?

Peer Coaching:

- Connecting well with members of my triad -Developed trust and perspective. Hearing about issues that others are dealing with also helped me to think about issues I have to deal with.
- my personal / professional goals were supported
- gaining an understanding of listening / questioning techniques to move a conversation forward
- I valued the collegiality of the triad coaching very much. I enjoyed being able to delve deeply into asking questions, using a coach approach, and to tackle important questions and issues with a coach by my side.
- The triad training this year was powerful.
- The opportunity to learn coaching strategies and the close connection to my colleagues.

1:1 Coaching –

- A professional who can listen and help me to answer my own questions. Someone to help me think outside of my experience.
- Challenging my thinking and my comfort levels. Helping to stretch my thinking and support me in the process.
- The connection which felt creative, focused and in depth.
- The knowledge base the coach came with (for the district and for coaching methodology).
- The informal format, in spite of formalizing the structure and goals.
- The chance to talk to someone about difficult issues. It helped me find ways of addressing some important issues for me.
- The opportunity to be removed from my context to look at things in a more objective way, or at least more removed from the emotions.
- I appreciated the chance to build a relationship around conversations about my role(s) and goals.
- The accountability factor that keeps me moving forward. When I commit to doing something, I get it done. Having a steady/regular/knowledgeable sounding board was valuable as well, not just for my sanity, but for stretching my growth.

2. What have you integrated & 'kept alive' from your coaching experiences?

- Use of a common language - the need to seek resources to increase my knowledge base for coaching
- Working as a triad, asking questions (especially 'wha't questions), using a coach approach when dealing with staff, students and families.

- That I value growth, and that relationships continue to be first for me, but that doesn't mean they are necessarily easy; the toughest conversations can be the most meaningful. T
- That being true to myself and living with integrity can be difficult given the busy-ness of the job.
- I am still in the process of starting coaching this year. I am also a part of a group coaching process in my school where I am experiencing a transformation of the overall communication and trust level in the staff. This is really affecting how people are showing up and helping each other in and out of meetings.
- Questioning skills and the closeness that developed between all 6 of us who participated in the triads. Also, I believe that I can help "grow" the idea with the teachers next year.
- What is still very much alive for me is thinking about the type of questions I ask. I try to pause before I revert back to my old ways!
- The formalized goal-setting process. Also most of the initiatives that were articulated are being carried out and have been incorporated into my work.
- Taking the time to reflect on my practice; what is going well and where I want to take it next. I would like to start blogging as a way to journal.

3. Please provide other comments/suggestions/questions:

- Keep it going! I've experienced a lot of professional growth this year towards my goals, growth that would have happened anyway, but not in the same time frame and maybe not with the same depth.
- Having a coach is a personal and professional gift.
- I feel like this coaching approach is the missing link between Professional Development and Personal Development
- I would be interested in continuing our training in triads. I would also strongly recommend it to others.
- I'd like to continue...and look forward to some workshops based on common themes and questions from people
- Looking forward to further opportunities next year.
- Would love to be part of a triad in the future
- I look forward to the ongoing evolution of the coaching initiative in our district. We are slowly changing practice in the way we communicate and deal with one another and complex issues.
- It was great professional development and I would highly recommend it.