

EXECUTIVE LEADERSHIP COACHING MODEL

Purpose

The purpose of this executive coaching process is to support the ongoing professional growth of a school principal through structured reflection, leadership inquiry, and the application of research-informed leadership practices. The coaching will focus on strengthening instructional leadership, supporting staff learning, and navigating the complexities of school leadership to improve teaching and learning outcomes.

Areas of Professional Learning

Coaching conversations may focus on:

- Instructional leadership and supporting high-quality teaching and learning
- Leading effective staff collaboration and professional learning
- Navigating complex leadership decisions and change processes
- Strengthening communication and relational leadership practices
- Supporting school improvement planning and implementation

Expected Impact

Through this coaching process, the participant will strengthen their leadership capacity to:

- Support teacher professional growth
- Foster collaborative professional learning environments
- Lead school improvement initiatives effectively
- Make thoughtful leadership decisions in complex situations
- Strengthen conditions that support positive student learning outcomes

COACHING STRUCTURE

The coaching process will include ____ one-hour sessions scheduled between ____ and ____ 202_. Sessions will be spaced throughout the year to align with key leadership cycles and emerging leadership needs within the school context.

Each coaching session will include:

- Reflection on current leadership challenges and opportunities
- Exploration of research-informed leadership strategies
- Collaborative problem-solving and leadership planning
- Identification of practical actions to implement within the school context
- Reflection on leadership impact and next steps

Professional Learning Approach

Executive coaching is a form of job-embedded professional learning that connects leadership learning directly to the participant's daily leadership practice. The coaching process supports ongoing reflection, feedback, and application of new leadership strategies within the school context. The coaching approach draws on principles of reflective practice and leadership inquiry, supporting leaders in examining complex challenges, testing new approaches, and refining their leadership practice over time.

Reflective Leadership Inquiry Cycle

