



Our Lady of the Way Catholic Primary School

Coaching of Staff Policy

Rationale

Coaching at Our Lady of the Way is defined as *'A coach working one-to-one with a teacher, to model and observe classroom practice and to support reflection and professional conversation. The aim is to build a partnership to develop evidence-based teaching practices.'* (AITSL)

Instructional and Direct coaching at Our Lady of the Way is a continuous process of providing teachers with feedback to enhance, maintain or improve the teachers and student performance. Coaching is guided and supported by the Our Lady of the Way, 'Guiding Principles of Learning and Teaching'. The coach observes performance, shares knowledge and expertise, and provides encouragement to assist teachers in reaching continuously higher levels of performance. Coaching enables teachers to develop their thinking and actions in response to differing situations. The coaching approach encourages learning, growth and teamwork all at the same time. Coaching is *"Unlocking people's potential to maximize their own performance"*. Whitmore (2017)

Aim

The aim of coaching at Our Lady of the Way is to build a partnership to develop evidence-based teaching practices. Our overall objective of instructional coaching is to enable teachers to broaden, develop and motivate each other to achieve improvement in their own and student performance. Coaching at Our Lady of the Way is enacted with either external consultants or internal teachers within the school.

Coaching in Education is: *"A one-to-one conversation focussed on the enhancement and development through increasing self-awareness and a sense of personal responsibility where the coach facilitates the directed learning of the coachee through questioning, active listening, and appropriate challenge in a supportive environment."* Christian Van Nieuwerburgh (2012)

Implementation

The Coaching cycle is defined by agreed goals through the use of data with the teacher and coach. Each week the coach either observes or models a lesson. During coaching, an observation sheet is completed by the observer and after the lesson a reflection is completed. A debrief meeting is then held to discuss observations, high impact evidence-based teaching practices and use of data to improve student performance. The Coaching program is designed to improve teacher capacity in the area of Literacy and Mathematics, improve teacher professional practice and student success.

Goals objectives are clearly defined and reinforced.

- Provide opportunities for teachers to further develop and improve their skills.
- Observe and identify ways to enhance teacher practice.
- Provide feedback on teacher performance.
- Challenge teachers to leave their comfort zone of learning.
- Provide a supportive and non-threatening environment.
- Be supportive, enthusiastic, and positive.

Actions Involved:

1. Reflection and Goal Setting
2. Professional Practice and Learning
3. Ongoing Feedback and Review.