

# 'Performance Focused' Leadership Coaching

## What, Why, & How

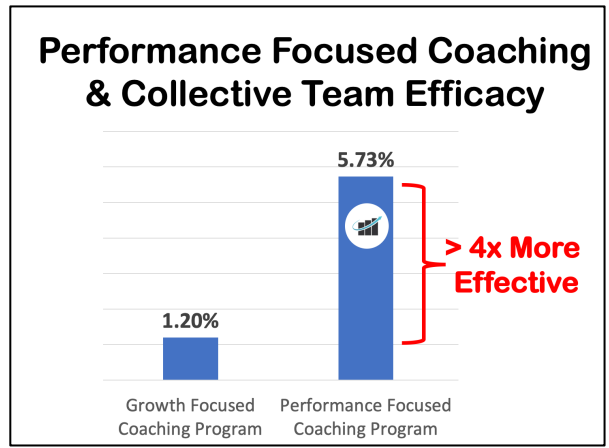
### 1. What is Performance Focused Leadership Coaching?

Performance Focused Leadership Coaching Programs create a professional coaching environment, accountability structures, and support needed to fast track the development of middle school leaders to build sustainable High Performance Schools - places where both Students and Staff can Flourish!

### 2. Why Choose The HPTschools Leadership Coaching Program?

Not all coaching programs are created equal. When implementing a Coaching Program for School Leaders you need to consider your school's goals and what this means for the program's Focus (Personal Growth vs. Leadership Performance).

HPTschools Leadership Coaching programs are Performance-Focused and ideally suited for Middle Leaders – from those aspiring leaders without titles who put their hands up to take on extra responsibilities to the Year Level coordinators, Heads of Curriculum, Heads of Departments, Heads of Special Education Services and Deputy Principals.



When compared to traditional school-based coaching programs (typically personal growth focused), Performance Focused Coaching Programs have a 4x greater impact on Collective Teacher Efficacy (CTE) - the single largest factor that predicts student outcomes!

### 3. How Do HPTschools Leadership Coaching Sessions Work?

Leadership Coaching Sessions can be run one-on-one, or in group cohorts of 4 to 6 middle leaders. A typical coaching session runs for 60-90 minutes on a monthly, bi-monthly, or termly schedule, in virtual or face-to-face formats.

Leadership Coaching Sessions focus on resolving the hot issues and strategic challenges that leaders face in relation to building sustainable High Performance School culture. Sessions are led by a HPT Master Coach who use a structured agenda to ensure that leaders' needs are met and that sessions are Inclusive, Supportive, Proactive, Strategic, and that leaders are accountable for their goals. Leaders arrive to coaching sessions highly focused and ready to tackle their most critical issues by completing their personal Leadership Update Tool pre-session.

Item	Description	Facilitator	Duration
Item 1	<b>Welcome</b> • Mission: Every Team in Every School is a High Performance Team • Attitude (Learning Pit, Dig Deep) • Chair/Moderator & Ground Rules (esp. Confidentiality) <b>Warm Up</b> • One word Barometer & Level 2/3 Conversation Starter	All	4 mins
Item 2	<b>Individual Leadership Updates (4 x 3 min each)</b> • Each person shares a summary from their update tool mainly focusing on "Team Development" and "Action Plan" sections	All	12 mins
Item 3	<b>Hot Issues</b> • Step 1: Check for issues raised in updates and call for any final items - select top 3 - majority rule (2 min) • Step 2: (3 x 7 mins) Top 3 issues discussed in 7 minute cycles (1 min explain, 1 min clarify, 4 min discuss and 1 min takeaways)	All & led by nominated individual	23 mins
Item 4	<b>HPT PD Quick Share</b> • Airfacts Showcase / Data / Toolkit / Journal Article or Case Presentation (5min share / 5 min discussion)	Sponsor (rotating)	10 mins
Item 5	<b>HPT Leadership Actions - Righting Next 30 Days</b> • 2 minute updates on key leadership activities to Level Up school performance over next 30 days (4 x 2 min each)	All or nominated presenter	8 mins
Item 6	<b>Next Steps, Barometer &amp; Takeaways</b> Each Px: Barometer, Takeaway Action & Satisfaction (1-10) Close: Moderator Feedback & Next Meeting Plan/Roles Moderator Feedback: Next meeting date/time: Roles: Chair: Moderator: PD Quick Share:	Chair & Moderator	8 mins

**HPT Leadership**  
MANAGE, MENTOR & COACH

**HPT Monthly Update Tool**

**Key Relationships**  
Name: [Dropdown] | Role: [Dropdown] | On/Off: [Dropdown]  
Date Met: [Calendar] | Status: [Dropdown]

**Action Plan Updates**  
On Track: [Dropdown] | Off Track: [Dropdown]  
Reading: [Dropdown] | Writing: [Dropdown]  
Etc. / Important: [Dropdown] | Absence/Leave: [Dropdown]

**Hot Issues**  
[Table with columns: Issue, Action]

**WorkLife & Wellbeing**  
Family Time: [Dropdown] | Sleep: [Dropdown]  
Stress: [Dropdown] | Healthy Food: [Dropdown]  
Social Home: [Dropdown] | Learning: [Dropdown]

**HPT Team Development Check In (Level Up)**  
Team: [Dropdown] | Date: [Dropdown] | Status: [Dropdown]