

# HPT Leadership Coaching

## Individual & Group Coaching Programs

### 1. What Are HPT Leadership Coaching Programs?

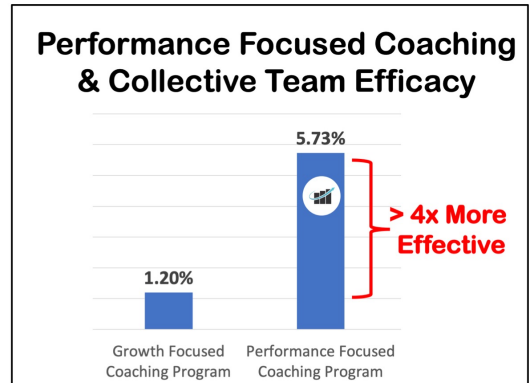
HPT Leadership Coaching Programs are a tailored series of individual or group coaching sessions held over 6-12 months which provide the reflective space, support, accountability and skill development needed for School Leaders & Middle Leaders to build sustainable High Performance Teams (HPT) - the foundations of all Flourishing Schools.

### 2. Why Choose HPT Leadership Coaching Programs?

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

HPT Leadership Coaching programs are Performance Focused and offered in a range of formats ideally suited to aspiring, middle, senior and executive school leaders.

When compared to traditional growth-based coaching programs, Performance Focused Coaching Programs have a 4 x greater impact on Collective Teacher Efficacy (CTE) - the single largest predictor of student outcomes!



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

HPT Leadership Coaching Sessions can be run one-on-one, or in group cohorts of 4 to 5 leaders. A typical coaching session runs for 60-75 minutes on a monthly, bi-monthly, or termly schedule, in virtual or face-to-face formats.

HPT 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 uses a structured agenda to ensure that sessions are inclusive, supportive, proactive, strategic and accountable. Each coaching session is highly focused with leaders able to rapidly identify their most critical issues through completing a personal Leadership Update Tool pre-session.

Leadership Update Tool		
Short Form		
Name: Sue Smith		Date: 17 October
Stretch Goals in Focus:		
Goal 1. 100% consistency with PBL	On Track	Staff
Goal 2. 100% green data on staff Pulse	On Track	Staff
One Word Barometer: Rushed		
HPT Strategy: On Track		
Team Data Wall: On Track		
Team Activity Cycle: On Track		
Team Pulse: On Track		
Leadership Successes and Challenges:		
Description	Impact	Action
Last Week: All cohorts using reading program	Key deliverable	Showcase in staff meeting
Next Week: Protocols agreed to by staff	Consistency	Update data wall
Last Week: All cohorts doing Team Profile	Increased clarity	Showcase in staff meeting
Next Week: School Art Show	Parent contact	Check in with coordinator
Last Week: Behaviour & PBL non-compliance	Teacher stress	Confirm protocols on data wall
Next Week: Staff sickness and workload	Long hours	Thanks & wellbeing reminder
Last Week: Workload, attendance, behaviour	Reduced face-time	Put on data wall, update staff
Next Week: ARD School review visit	Increased stress	Organise docs and prepare
Work/Life & Wellbeing:		
On Track: Family Time, Running, Painting		
Off Track: Sleep, Screen time, Snacking		
Hot Issues (Focus on day-to-day leadership & operational issues)		
Describe the Issue	Describe Impact / Risk	Action / Solution
Staff wellbeing and workload	Increased sick leave, long hours, personality clashes	
Managing curriculum changes	Poor assessment results if curriculum not aligned	
Conflict between middle leaders	Teacher receiving mixed messages and increased stress	
Priority Relationships (Focus on relationships with key staff and stakeholders)		
Name	Critical Issue	Forward Strategy
PBL Team	Schoolwide rollout delays	Co-attend all PBL meetings
Student leaders	Confine presentation for assembly	Meet with student leaders
Deputy Principal	Finalise development plan	Schedule for end of week pre-work

Performance Focused Group Coaching Agenda: 60/75min Agenda P4 X/5		
Item 1 (Inclusion)	<ul style="list-style-type: none"> <li>Welcome</li> <li>Mission: SUPPORT, ACCOUNTABILITY, GROWTH, &amp; LEARNING</li> <li>Purpose &amp; Outcomes:               <ul style="list-style-type: none"> <li>To build High Performance Teaching Teams that maximise collective teacher efficacy</li> <li>Draw from the Group's Collective Genius to make progress on identified Leadership Challenges</li> <li>Practice the Discipline of HPT</li> <li>Attitude: Learning is the Only Way You Get Out of It &amp; What You Put Into It</li> <li>Chair/Moderator &amp; Ground Rules (Imp. Confidentiality)</li> </ul> </li> <li>Warm Up: One word Barometer &amp; Level 1/2 Conversation Starter</li> <li>Individual Leadership Update (4 x 3 min each)</li> <li>Each person shares a summary from their weekly update tool mainly focusing on:               <ul style="list-style-type: none"> <li>Leadership Successes and Challenges</li> <li>Work/Life &amp; Wellbeing</li> <li>Hot Issues</li> <li>Priority Relationships</li> </ul> </li> <li>Question: (5 min) What could be good to get input from the group.</li> <li>Question: (5 min) permits otherwise none for offline conversations etc.</li> </ul>	All
Item 2 (Deepen)	<ul style="list-style-type: none"> <li>Hot Issues</li> <li>Step 2: Check for issues raised in updates and call for any final items - select top 2 - priority table (5 min)</li> <li>Step 2.1 (5 min): Top 2 issues discussed in 1 minute updates (1 min explain, 1 min clarify, 4 min discuss and 1 min debrief)</li> </ul>	All
Item 3 (Proactive)	<ul style="list-style-type: none"> <li>HPT Implementation / PD Quick Share</li> <li>Option 1 - HPT implementation: Round Robin Description Reporting (Updates &amp; needs) (Sharing of implementation tips 15 min)</li> <li>Option 2 - PD Quick Share: You/Your Clip / Analytics Showcase / Data / Toolkit / Journal Article or Case Presentation (Each share 2 min-discussion 5 min-OUT PRIME if POSSIBLE)</li> </ul>	Selected (rotating)
Item 4 (Strategic)	<ul style="list-style-type: none"> <li>Priority Relationships in Focus - Forward Actions</li> <li>2 minute updates on leadership activities focused on key relationships over next 30 days (4 x 2 min each)</li> </ul>	All or nominated presenter
Item 5 (Accountable 1)	<ul style="list-style-type: none"> <li>Next Steps: Barometer &amp; Takeaways</li> <li>Member: 1 minute</li> <li>Chair/Moderator Feedback &amp; Next Meeting Plan/Notes</li> <li>Next meeting date/time</li> </ul>	Chair & Moderator
Item 6 (Accountable 2)	<ul style="list-style-type: none"> <li>Next Chair: Next Moderator: Next PD Quick Share Sponsor:</li> </ul>	Chair & Moderator

Ground Rules (Red Card Yellow Card-Visual Aids)

- Openness & Trust:** Right to opt'out' speak with 'on the record' documented as formal feedback.
- Balance Debate:** Disruption both sides of the argument and allowing diversity of views.
- Competency over Rule:** Respecting the 'value' of the person's opinion regardless of their 'status'.
- Issues over Personalities:** Staying focused and not holding personalities over the agenda.
- Accountable Actions & Clear Outcomes:** Being constructive in feedback and offering a solution focused.
- No Multi-tasking:** - Exceptions Chair & Moderator - Time Keeping & Live Note-Taker - Only.

### 4. Who Is Individual vs. Group Leadership Coaching Best Suited For?

Choosing Individual vs. Group Based Leadership Coaching depends on a few factors, such as a school's size, the complexity of issues that Leaders are engaging with, and the flexibility of Leaders' schedules. Regardless of a school's size and context we've found that all Leaders initially benefit from an onboarding session prior to normal coaching sessions. Many schools will typically opt for Group based coaching program for their Middle Leaders due to ease of scheduling, with their senior Leaders opting for Individual programs to deal with more complex issues on a more flexible schedule. An example of a typical middle leader group coaching program 12-month schedule is below:

	Term 1	Term 2	Term 3	Term 4
Example Middle Leader 12 month Group Coaching Program Schedule	Middle Leaders Group A Session 1 Onboarding Wk 2 T1 Lesson 4/5 (75min)	Group Coaching Session 3 Wk 2 T2 Lesson 4/5 (75min)	Group Coaching Session 5 Wk 2 T3 Lesson 4/5 (75min)	Group Coaching Session 7 Wk 2 T2 Lesson 4/5 (75min)
	Group Coaching Session 2 Wk 6 T1 Lesson 4/5 (75min)	Group Coaching Session 4 Wk 6 T2 Lesson 4/5 (75min)	Group Coaching Session 6 Wk 6 T2 Lesson 4/5 (75min)	Group Coaching Session 8 Wk 6 T2 Lesson 4/5 (75min)