

Coaching Policy for Brennand's Endowed CE Primary School

Purpose of the Policy

The purpose of this Coaching Policy is to establish a structured approach to coaching within Brennand's Endowed CE Primary School. This policy aims to enhance professional development, improve teaching practices, and ultimately contribute to better outcomes for pupils.

Vision and Values

In line with our school vision, "In our Christian Family, we encourage, serve and respect everyone and shine in the light of Jesus," this coaching policy will promote a culture of support, collaboration, and continuous improvement among staff.

What are the specific goals we want to achieve through coaching in a primary school?

1. Improving Student Learning Outcomes

- Enhance literacy and numeracy skills.
- Support differentiated instruction to meet the diverse needs of learners.
- Address learning gaps through targeted teaching strategies.
- Foster critical thinking, creativity, and problem-solving skills.

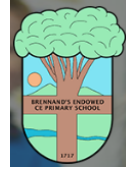
2. Building Teacher Capacity

- Strengthen teachers' instructional practices through evidence-based strategies.
- Develop expertise in curriculum planning and lesson delivery.
- Improve classroom management techniques for a more conducive learning environment.
- Support the integration of technology into teaching.
- Encourage reflective teaching practices and continuous professional development.

3. Encouraging Collaborative Professional Growth

- Foster a culture of peer collaboration and shared learning among staff.
- Promote team teaching and co-planning to share expertise.
- Provide opportunities for teachers to observe best practices.

4. Enhancing Student Engagement and Well-being



- Equip teachers with strategies to create engaging and inclusive lessons.
- Support the development of SEND strategies in classrooms.
- Address behavioural challenges through positive reinforcement methods.
- Build stronger teacher-pupil relationships for a positive classroom atmosphere.

5. Strengthening Leadership and Decision-Making

- Train teachers to take on leadership roles (e.g. middle leaders, subject leaders).
- Support alignment of teaching practices with school improvement plans.

6. Encouraging a Growth Mindset Across the School Community

- Develop resilience and perseverance in both pupils and teachers.
- Promote continuous improvement and openness to feedback.
- Celebrate achievements and progress to motivate further growth.

7. Implementing School-Wide Initiatives

- Support the rollout of new curriculum or educational programs.
- Align classroom practices with school goals and educational policies.
- Facilitate consistency in teaching methods across key stages and classes.

8. Parental and Community Engagement

- Empower teachers to effectively communicate with parents about pupil progress.
- Equip teachers with strategies to engage families in their children's learning journey.
- Strengthen partnerships with the wider community to support pupil success.

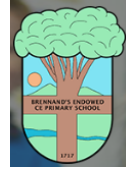
9. Developing Cultural Competence

- Help teachers embrace diversity and promote an inclusive classroom culture.
- Address biases and ensure equitable learning opportunities for all students.

How will we measure the success of our coaching initiatives?

Skill Enhancement: Evaluate teacher competencies through self-assessments, peer observations, or external evaluations before and after coaching.

Classroom Practices: Observe how teaching methods have changed (e.g., use of differentiated instruction, active learning strategies, or classroom management).



Feedback Scores: Collect feedback from teachers about their perceptions of the coaching program's usefulness and relevance to their needs.

Goal Achievement: Assess whether goals set during coaching sessions (e.g., improving pupil engagement, supporting SEND pupils) are being met.

Participation Rates: Track the number of teachers participating in coaching and their consistency in engagement.

Session Feedback: Gather feedback from teachers on the quality of coaching sessions, using surveys or interviews to measure satisfaction and perceived value.

Culture and Collaboration: Assess how coaching has impacted staff collaboration, communication, and morale, possibly through anonymous staff surveys or focus groups.

Retention Rates: Measure teacher retention and job satisfaction, as effective coaching can contribute to reduced turnover.

Policy and Practices: Identify systemic changes in teaching practices, curriculum alignment, or professional development stemming from coaching.

Roles and Responsibilities

Coaching Lead

- **Responsibilities:** Oversee the coaching programme, provide training for coaches, and evaluate the effectiveness of coaching initiatives, organise and attend up to date CPD.

Coaches

- **Responsibilities:** Facilitate coaching sessions, provide constructive feedback, and support coachees in achieving their professional goals, attend relevant and up to date training.

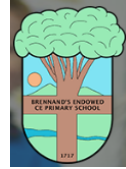
Coachees (Staff)

- **Responsibilities:** Engage actively in coaching sessions, set personal development goals, and implement feedback from coaches.

School Leadership Team

- **Responsibilities:** Support the coaching programme, allocate resources, and ensure alignment with school improvement priorities, actively promote a coaching culture within the school.

Implementation Strategies



Coaching Framework

- Establish a clear framework outlining the coaching process, using the GROW method – Grow, Reality, Options, Will.

Professional Development

- Provide ongoing professional development opportunities for coaches and coachees, including workshops, training sessions, and peer observations.

Monitoring and Evaluation

- Implement a system for monitoring the progress of coaching initiatives and evaluating their impact on teaching and learning.

Review Mechanisms

- This policy will be reviewed annually to ensure it remains aligned with best practices, government legislation, and the needs of our school community.

Related Procedures

- **Confidentiality:** All coaching conversations will remain confidential to encourage open and honest dialogue.
- **Feedback Mechanism:** Establish a feedback mechanism for coachees to share their experiences and suggest improvements to the coaching process.

Conclusion

This Coaching Policy is designed to foster a supportive and collaborative environment where staff can develop their skills and improve their practice. By adhering to this policy, we aim to empower our staff and enhance the educational experience for all pupils at Brennan's Endowed CE Primary School.