

# ADAPTIVE PRACTICES

**This school year  
will be different!**

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Why not let Leadership Edge support  
and scaffold your leaders and school  
community to develop PURE  
coaching skills this school year?

Take a look inside at how we can  
work together at this time.





We have listened to school leaders during lockdown and now beyond, as they have worked through various challenges and change.

In response, we have put together this information which we hope will enable you to develop further adaptive practices, and empower and support you through the next academic year.

At Leadership Edge, we want to help you to not only survive - but to succeed through these times.

**“Your circumstances are not the reason you can’t succeed; they are the reality in which you MUST succeed.”**

**Cy Wakeman** - globally recognised coach and author

## FROM SEPTEMBER 2020 LEADERSHIP EDGE CAN OFFER YOU:

**The New Normal Coaching Package ( <a href="#">see video</a> )	<b>4</b>	One term	From £549.00
**Support for Pastoral Leaders Coaching Package (see video)	<b>7</b>	One term	From £549.00
**Support for Early Career Teachers ( <a href="#">see 3 video exemplars</a> )	<b>10</b>	One year coaching package with Foundation Stage Accreditation	From £549.00 (6 sessions)
Foundation into Practitioner Accredited Coaching Programme	<b>12</b>	One year	£1250.00
Master Coach Accredited Programme	<b>16</b>	One year	£850.00
1:1 Coaching Package	<b>17</b>	Per term: 2 sessions Per year: 6-10 sessions	From £220.00
Fast Response Session	<b>19</b>	Need someone to confidentially talk to?	£110.00 per hour
The Self-Aware Leader Comprehensive 360 & follow up conversation	<b>20</b>	Towards a well-informed <b>performance management</b> conversation	£195.00 pp
Coaching Skills for SLEs and System Leaders	<b>23</b>	One year: supporting you to support others	£1250.00
Coaching Supervision	<b>26</b>	Fast Response 10 sessions over a year	£110.00 per hour £899.00
The Monthly Coach Newsletter		Share thinking from current system leaders who inform the coaching world	<b>FREE:</b> sign up on our website
Assess.coach Quiz		Get feedback instantly to your inbox	<b>FREE:</b> sign up on our website
**LE YouTube Channel <a href="#">PLEASE SUBSCRIBE</a>		Find us through our website	<b>FREE:</b> sign up on our website



## THE NEW NORMAL COACHING PACKAGE - SEPTEMBER 2020

Help your school to transition into **The New Normal**.

With the Covid pandemic has come both challenges and opportunities for school leaders.

Many schools have recruited new staff members in non-traditional ways during these difficult times. Others will have started their new role during lockdown or will be from September 2020.

To support staff transitioning into **The New Normal**, we are offering a coaching package that will run throughout the autumn term suitable for: NQTs, those new in role, newly promoted middle or senior leader, those new to headship.

This will include:

- A confidential headspace providing support and challenge
- Drawing out creative and innovative solutions
- Identifying and recognising important skills and resources
- Strategic thinking time to drive priorities forward
- Growth and development for all, centred around staff well-being

The half-day package is for 3 staff members and the full day is for 6 staff members.

Pre- September:	Dates, times and participants agreed with school leader
September:	Welcome to coaching, 'cup of coffee' sessions
October:	1-1 coaching sessions
November:	1-1 coaching sessions
December:	Review impact



## How is a half/full day structured?

- Dates and times for the sessions are agreed in advance with the school leader. The school leader schedules the sessions internally.
- The coaching sessions are at hourly intervals, eg 9am/10am/11am. Each session lasts for 45 minutes.
- The school leader is asked to ensure the participant is available for a private conversation at their specified time. (The 15-minute gap between sessions enables one cover person to be used for all participants!)
- The participant needs access to a phone or a screen for their session in a private space.

## What do participants receive?

- A Leadership Edge coach matched to them; they receive a welcome message from their coach and exchange contact information.
- An *Introductory Form*, to be completed by a date agreed and returned to the coach. A link to the Leadership Edge *assess.coach* quiz, (this takes less than 5 minutes to complete). We ask all participants to complete this ahead of their introductory session; a report is sent directly to their inbox.
- Once the coach has received their *Introductory Form*, they arrange a virtual 'cup of coffee' session with the participants. This is not a coaching session but an opportunity to get to know each other and enable the participant to understand the Leadership Edge PURE coaching philosophy, where the agenda is purely their own.
- The coach then confirms the date and time for the 2 coaching sessions (as pre-arranged with the school/academy leader).
- Following Session 2, the coach sends an *Impact Review* form based on re-visiting the *assess.coach* quiz, which enables the participant to reflect on and evaluate the progress they have made. This is shared with the school/academy leader.
- Participants are required to return their *Impact Review* form to the coach by the date specified.
- To complete the process, the school/academy leader is asked to schedule a meeting with the coach to discuss any common themes that have emerged and to evaluate the coaching process and development in their school.

## After 'The New Normal' Package?

You might wish to continue your coaching journey with your coach with a half termly coaching session during this first year of your new role.

You may wish to embark upon our Foundation Stage coaching process, this can lead to a sustainable coaching process becoming embedded in a school's culture.

Leadership Edge are wishing you well in your new role ☺

### Cost

**6 people:** £999.00

**4/5 people:** £750/£950

**3 people:** £549.00

### Next step

Contact us at [info@leadershipedge.org.uk](mailto:info@leadershipedge.org.uk)



## **PASTORAL LEADERS COACHING PACKAGE - SEPTEMBER 2020**

It is widely accepted that the provision of high-quality pastoral care is at the heart of all successful schools.

Being a Pastoral Leader in a school today requires a range of skills that nurtures learners and allows them to grow and progress well throughout their school life, enabling them to acquire the resilience, reflection and resourcefulness needed for the rigorous demands and challenges of life.

Leadership Edge believes that where Pastoral Leaders have the opportunity to develop their skills and attributes within a supportive coaching framework, they are far more likely to successfully support learners in removing barriers to their progress, aiding transition between key stages and building positive relationships and behaviours. Developing a range of coaching skills also helps in forging positive relationships within school teams, with parents, carers and wider agencies.

Leadership Edge are offering bespoke coaching for Pastoral Leaders. You dictate the agenda, and have the time and space to talk through the issues facing your students. By modelling difficult conversations in a confidential setting with an experienced coach, you are enabled to explore ways of overcoming barriers and challenges for students and their families in a confidential setting, whilst giving you the peace of mind to de-stress, re-energise, and re-focus!

We offer:

- A confidential headspace providing support and challenge
- Drawing out creative and innovative solutions
- Identifying the skills and resources you have or need
- Strategic thinking time to drive priorities forward
- Growth and development for all, centred on well-being.



The half-day package is for 3 staff members and the full day is for 6 staff members. This package can also be offered for an individual Pastoral Leader.

Pre- September:	Dates, times and participants agreed with school leader
September:	Welcome to coaching, ' <i>cup of coffee</i> ' sessions
October:	1-1 coaching sessions
November:	1-1 coaching sessions
December:	Review impact

### **How would a half/full day be structured?**

- Dates and times for the sessions are agreed in advance with the school leader. The school leader schedules the sessions internally.
- The coaching sessions are at hourly intervals, eg 9am/10am/11am. Each session lasts for 45 minutes.
- The school leader is asked to ensure the participant is available for a private conversation at their specified time. (The 15-minute gap between sessions enables one cover person to be used for all participants!)
- The participant needs access to a phone or a screen for their session in a private space.

### **What do participants receive?**

- A Leadership Edge coach matched to them; they receive a welcome message from their coach and exchange contact information.
- An *Introductory Form*, to be completed by a date agreed and returned to the coach.
- A link to the Leadership Edge *assess.coach* quiz, (this takes less than 5 minutes to complete). We ask all participants to complete this ahead of their introductory session; a report is sent directly to their inbox.
- Once the coach has received their *Introductory Form*, they arrange a virtual '*cup of coffee*' session with the participants. This is not a coaching session but an opportunity to get to know each other and enable the participant to understand the Leadership Edge PURE coaching philosophy, where the agenda is purely their own.
- The coach then confirms the date and time for the 2 coaching sessions (as pre-arranged with the school/academy leader).



- Following Session 2, the coach sends an *Impact Review* form based on re-visiting the *assess.coach* quiz, which enables the participant to reflect on and evaluate the progress they have made. This is shared with the school/academy leader.
- Participants return their *Impact Review* form to the coach by the date specified.

#### **Cost**

**6 people:** £999.00

**4/5 people:** £750/£950

**3 people:** £549.00

**1/2 people:** £200.00 pp

#### **Next step**

Contact us at [info@leadershipedge.org.uk](mailto:info@leadershipedge.org.uk)



## COACHING TO SUPPORT TEACHERS IN THE EARLY STAGES OF THEIR CAREER

In September 2021, the Early Career Framework is being introduced into schools. This will enable teachers in the first two years of their career to have a longer induction period - with continued mentoring and coaching.

Mentoring is crucial to enable new teachers to become competent in their classrooms and wider professional role. In addition, enabling a thinking space where an Early Career Teacher can bring their own agenda to the session can really accelerate their confidence, enabling self-belief and the ability to become a self-directed problem solver.

**This is what we at Leadership Edge call PURE coaching - 'purely' the agenda of the coachee.**

**Our coaching package runs across a full school year:**

There is an opportunity to ADD on our Foundation Stage accreditation in Spring term. Watch our YouTube videos of two NQT's and an RQT who did just this!

### **Autumn term**

Virtual coach meet up; our '*cup of coffee*' session where we get to know each other.

Assess.coach quiz completed (less than 5 minutes).

Coaching session 1: 45 minutes

Coaching session 2: 45 minutes

### **Spring term**

Coaching sessions 3 and 4

**OR** convert to Foundation Stage Coach Accreditation.

Skills session and booklet included if converting to Foundation Coach.

Continue with coaching sessions 3 and 4.



## Summer term

Coaching sessions 5 and 6

Re-do *assess.coach* quiz for comparison.

**OR** Foundation Stage e-portfolio reflection summary and coach conversation, leading to accreditation at Foundation Coach stage plus re-do *assess.coach*.

## Challenges for Early Career Teachers where coaching can support include:

### External Factors

- Management and cumulative effect of other activities not directly relating to teaching, such as extra-curricular activities and communicating with parents
- Managing of priorities and competing demands
- Managing of own time outside of school
- Finding the balance between work and homelife

### Outside Factors Affecting Workload

- Being realistic about, and managing, own expectations
- Learning how to better manage and prioritise tasks
- Understanding school culture and practices
- Learning what can/should be challenged
- Feeling included as a valued member of the school community

### Reviewing your current support structures

How do you provide opportunities for Early Career Teachers to tell you what would help them in relation to their workload and wellbeing?

How do you manage NQT/Early Career Teacher expectations of themselves and their teaching experience?

How do you support your teachers to know *their* limits and not overcommit, in terms of their teaching commitments and responsibilities?

How do you support NQTs who are making the transition from Trainee to Qualified Teacher and the potential increase in workload?

**In these times of adaptive change, Leadership Edge can support your Early Career Teachers.**

### Cost

£595.00	Welcome session & 6 x 1-1 coaching sessions ( 2 per term)
£750.00	As above, plus the Foundation Stage coach accreditation



## DEVELOP YOUR COACHING SKILLS FROM FOUNDATION TO PRACTITIONER LEVEL

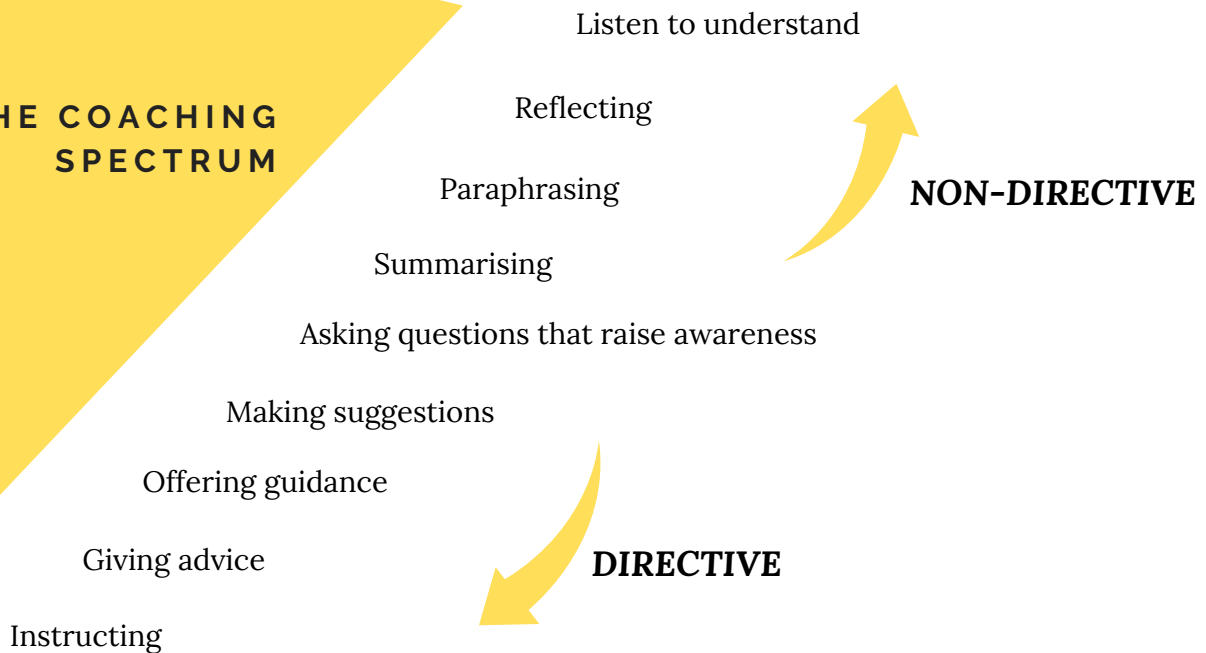
Our aim is to help schools to systematically impact on school improvement through high-quality coaching. Our 3-Tier Coaching Skills Programmes are unique in so far as they offer a structured way for leaders to build the coaching skills and 1-1 relationships which are essential for effective partnering in a school.

We are aware that many staff have received little or no coaching skills training, and often have never received professional coaching themselves - outside of coaching support through a leadership programme such as the National Professional Qualifications (NPQs).

Much of what is termed '*coaching*' in school is, in reality, often mentoring or professional dialogue and will be at the directive end of the coaching spectrum. Our coaches are encouraged to work towards the non-directive end, where coaching works from the coachee's agenda.

This is an important distinction between coaching and mentoring, and is what we at Leadership Edge call PURE coaching.

## THE COACHING SPECTRUM



Our 3-Tier Programme provides a systematic and structured way for leaders to grow as coaches, increasing their professional competence in coaching skills. Everyone starts at Foundation Stage, unless evidence of prior experience can be submitted.

### Foundation Coach: Experience coaching personally

- Receive a minimum of four, 1-1 coaching sessions with a Leadership Edge coach (or provide evidence of the skill awareness and competencies at this stage by completing and submitting the Foundation Level summary).
- Develop an awareness of basic coaching skills and provide written reflections on these.
- Complete the Foundation Level Portfolio to reflect on your learning and experiences.
- Submit to your Leadership Edge Assessor who then holds a final coaching conversation with you. (You will also be asked to provide a coaching testimonial, which is shared with your coach). Receive feedback and next steps summary.

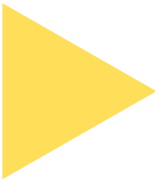
**This accreditation takes a minimum of one term.**

## **Practitioner Coach: Start coaching others**

- Four half termly supervision/coaching calls with your Leadership Edge Coach.
- New coaching skills to practise.
- Two volunteer coachees are required; these may be from your own school, or a partner school. (Peer coaching partners can be sourced through Leadership Edge).
- Hold a minimum of 6 coaching sessions with each coachee.
- Provide a coaching testimonial/feedback for your assigned Leadership Edge coach.
- Complete the Practitioner Level Portfolio to reflect on your learning and experiences.
- Submit to your Leadership Edge Assessor who then holds a final coaching conversation with you.
- Receive feedback and next steps summary.

**This accreditation takes a minimum of two terms.**

All coaches (trainee or accredited) are required to strictly adhere to the Leadership Edge Coaching Protocols as shown below:

- 
- A large yellow triangle pointing to the right, positioned to the left of the list of coaching protocols.
- Be non-judgemental, you are holding the thinking space for your coachee.
  - Respect confidentiality.
  - Believe that the coachee is resourceful and has the answers to their problems within themselves.
  - Be positive and enable your coachee to believe that there are always solutions to issues.
  - Challenge your coachee to move beyond their comfort zone and any limiting self-beliefs they might hold.
  - Enable your coachee to break down their goals into manageable steps.
  - Hold a genuine willingness to learn from the people you coach.



## **Are you ready to join us?**

Join a growing community of educators who understand and have experienced the benefits of coaching in their school and personal lives.

Check out our website, read about and listen to the testimonials from current participants of our programmes. You will be inspired!

We have evidence that coaching, done well, is EMPOWERING; it is TRANSFORMATIVE. It increases well-being and the retention of school staff, and is instrumental in developing the next generation of leaders.

**[www.leadershipedge.org.uk](http://www.leadershipedge.org.uk)**

## **DOUBLE-TIER ACCREDITATION FOUNDATION INTO PRACTITIONER COACH COMBO**

### **Foundation Stage (minimum one term)**

£650.00 Full package of support

### **Top-up to Practitioner Coach**

Personal Leadership Edge coach assigned to you.

Supervision through new skills and your trainee coach journey.

Support with accreditation process.

Final submission to Leadership Edge assessor.

Coach-to-Coach conversation and feedback/next steps summary.

£750.00 discounted by 20% = £600

**Total cost: £1250**



# MASTER COACH

To become a Master Coach with Leadership Edge, you will have gained a Leadership Edge Practitioner Coach accreditation.

At Master Coach level, you will continue to develop your knowledge of coaching skills and practices and will receive log-in access through the Leadership Edge website. There, you will find reading extracts, coaching models and think-pieces together with your Master Coach e-portfolio which will guide you through the stages of gaining Master Coach Accreditation.

At Master Coach level you will be required to demonstrate how you are building a coaching culture within your organisation or organisations you are working for or on behalf of. You will deepen your ongoing learning around coaching and personal development.

To become a Master Coach, there is a requirement that each participant will coach three people within their organisation (this may also be contribute as the coaching element to participants engaged on NPQ programmes). Participants will have six coaching supervision sessions; one per half term over a year, with a Leadership Edge Associate or internal Master Coach.

The Accreditation Portfolio requires you to provide reflective feedback on your coaching and reflect on your personal learning about the wider aspects of organisational coaching.

Once the portfolio is complete, a final Coach-to-Coach conversation with a Leadership Edge Assessor is held in which you discuss your reflections on the Master Stage and identify your next coaching steps.

**£850 Full package  
with Leadership  
Edge Associate  
Coach**

**£250  
Accreditation-  
only model** (if an  
LE Master Coach  
is in the school or  
MAT, and provides  
the coaching and  
guidance).





## 1 - 1 COACHING

In our aim to help schools systematically create a coaching culture, alongside our 3-Tier Programme, we also offer personalised 1-1 coaching.

This can work for individuals who want their own introduction to coaching, and can be outside of, or within, the education sector. It provides a confidential thinking space with quality time for self reflection and a space to explore important issues.

Each session is scheduled for one hour and will be held by telephone.

A **complimentary introductory telephone session** is provided to talk through the structure of a coaching session and to answer any questions you may have. This does not commit you to take up any further coaching with us.

The **minimum number of sessions** you can book is 2. In schools, this may be one coaching session per half term, or may be one call a month.

There are three packages available following the complimentary session:

**2 sessions:** over one school term or business quarter: £220

**6 sessions:** over six half terms or per calendar year: £595

**11 sessions:** over each month or per calendar year (excluding August): £999

Should you wish to transfer to take the Foundation Coach Accreditation during your 1-1 coaching, this can be arranged.

Think back to when you encountered a “first”.


It can feel strange and uncertain; you don't know what you don't know. Many people tell us they felt unsure of how to conduct themselves in a coaching situation.

Did *confidential* **really** mean *confidential*?

With hindsight, our former coachees now are aware that - 'yes it did'!

This is a crucially important aspect of 1-1 coaching.

Your coach will strictly adhere to the **Leadership Edge Coaching Protocols** as shown below.

- 
- Be non-judgemental, you are holding the thinking space for your coachee.
  - Respect confidentiality.
  - Believe that the coachee is resourceful and has the answers to their problems within themselves.
  - Be positive and enable your coachee to believe that there are always solutions to issues.
  - Challenge your coachee to move beyond their comfort zone and any limiting self-beliefs they might hold.
  - Enable your coachee to break down their goals into manageable steps.
  - Hold a genuine willingness to learn from the people you coach.

### **Are you ready to join us?**

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## FAST RESPONSE

Are there are times when you just need to offload and think through something that is troubling you?

Who do you turn to? Partner? Friend? Colleague?

What if the matter of concern may affect your trusted confident either personally or professionally?

At Leadership Edge we are starting a new service to provide a confidential and non-judgemental thinking space for you.

**Send an email to [info@leadershipedge.org.uk](mailto:info@leadershipedge.org.uk) subject line: FAST RESPONSE**

We will send you our booking form. This asks for brief details of your school, the context/issue, and preferred times for a session in the next 3 working days. Once we have your booking form, an Associate Coach will be matched to you, and they will get in contact by email or phone to confirm the date and time of your coaching call.

### **FAST RESPONSE process:**

- **Booking form** received – Leadership Edge match you to an Associate Coach.
- A **contract agreement** will be set up for payment and invoice details to be completed and returned.
- You will receive an email, confirming date and time of call and including your invoice.
- Coaching session takes place.
- Feedback form sent out to you.
- Feedback form and payment received from you.

**Cost: £110 per hourly session.**





## **BECOMING A SELF AWARE LEADER - THE LEADERSHIP EDGE 360 WAY**

### **How often do you reflect on your actions as a leader and hope that you have made the correct call?**

We know that hope is not a strategy. Making an appropriate response can be a challenge or a worry. Self-awareness - knowing your own feelings and character - is key to acting strategically and reflecting effectively on your decisions.

### **Could the key to success be not just personal but organisational self-awareness?**

It is widely acknowledged and accepted that good leaders practise emotional intelligence. Do you have a good grasp of your strengths and weaknesses, blind spots and biases?

What do you choose to share with your team members? It is this group who can both support you and to whom you can be accountable.

### **What benefits and impact does the Leadership Edge 360 survey provide?**

The *Leadership Edge 360* survey enables leaders who chose to practise self-awareness make changes that are both meaningful and productive.

It 'holds up the mirror' to your words, actions and behaviours, as other people experience them.

The *Leadership Edge 360* involves detailed self-assessment; a raters' process that is not just numerical but qualitative. You can then look at specific themes and consider the insights you have gained.

The written feedback adds to the richness of your report: Each rater is asked to spend at least 15 minutes completing the survey, but they may wish to take longer, as it is an important opportunity to share their personal views and professional opinions confidentially.



## **Which areas are covered in the survey?**

- Learning focus: Strategic planning and communication
- Self awareness: Personal effectiveness
- Information seeking
- Analytical thinking and decision making
- Developing continuous improvement
- Modelling excellence in teaching and learning
- Impact and influence
- Personal drive
- Holding others to account
- Wider system awareness

## **What will you receive?**

As well as:

- A report overview
- A 360 summary chart and detailed feedback on each section
- A gap analysis: your strengths and weaknesses

You will also receive:

### **Coaching Support**

A coach supports you to unpick your report, and clarify which of the feedback points you wish to further develop. It is human nature to focus on lower scores; so your coach will encourage you to look at your feedback in a developmental and proactive way. Your chosen developments could potentially form Performance Management targets - although this may not be your purpose in engaging with this process!

Your final report will be comprehensive and thought provoking.

## **What is the impact moving forwards?**

### **Team support**

Having decided on areas to focus on with your coach, you may wish to organise a team 'Round Table', requesting the support of team members to help you to achieve your goals by listening to your targets and identifying ways they can support you. You may also choose to do this to empower your team to grow and develop in their roles. Furthermore, you may wish to embark on additional CPD to prepare for your next step up into Leadership.

### **Termly Review**

Once a team establishes their goals, they can gather and RAG rate their progress on a termly basis. The 'owner' can share with the team their successes and unpick any barriers. Team members can add in their thoughts and observations. This makes the goals 'live' and meaningful, reminding both self and other team members of the journey in progress.

**The cost of the Leadership 360 process, which includes a 60 minute coaching session is £195.00**

If you would like an exemplar of the report, please contact [jan@leadershipedge.org.uk](mailto:jan@leadershipedge.org.uk).



## COACHING FOR SPECIALIST LEADERS OF EDUCATION

At Leadership Edge, our aim is to help schools systematically impact on school improvement through coaching. Our Coaching Skills Programmes are unique in so far as they offer a structured way for a Specialist Leader of Education (SLE) to build the 1-1 relationships which are essential for effective partnering in a school.

Many SLE's have received little or no coaching skills training for their role, have little supervision and often have never received a professional coaching session themselves - outside of coaching support through a leadership programme such as the National Professional Qualifications (NPQs).

Much of what is termed 'coaching' in schools is, in reality, mentoring or professional dialogue and will be at the directive end of the coaching spectrum. Our coaches are encouraged to work towards the non-directive end, where the coaching session is driven by the coachee's agenda.

At Leadership Edge, we call this **PURE coaching**.

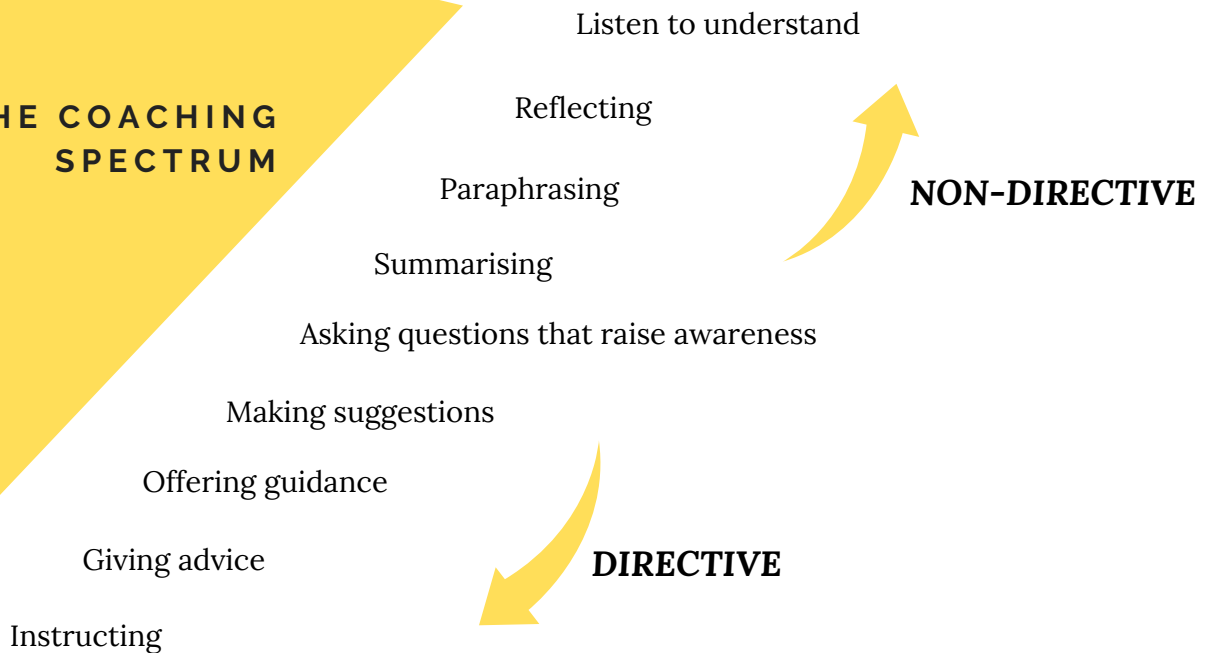
**This package of coaching support spans an academic year.**

The Leadership Edge 3-Tier Coaching Accreditation Programmes provide a systematic and structured way for SLE's and other school leaders to grow as coaches by increasing their professional competence in coaching.

Everyone will start at Foundation Stage, unless evidence of prior experience can be submitted.

We use the coaching spectrum shown below, to select the point which best serves the coachee.

## THE COACHING SPECTRUM



### Foundation Coach: Experience coaching personally

- Receive a minimum of four 1-1 coaching sessions with a Leadership Edge coach (or provide evidence of the skill awareness and competencies at this stage by completing and submitting the Foundation Level summary).
- Develop an awareness of basic coaching skills and provide written reflections on these.
- Complete the Foundation Level Portfolio to reflect on your learning and experiences.
- Submit to your Leadership Edge Assessor who holds a final coaching conversation with you. (You will also be asked to provide a coaching testimonial which is shared with your coach). Receive feedback and next steps summary.
- On successful completion of this stage your Foundation Level Coach Accreditation will be awarded.

**This accreditation takes a minimum of one term.**



## **Practitioner Coach: Start coaching others**

- Four half termly supervision/coaching calls with your Leadership Edge Coach.
- New coaching skills to practise.
- Two volunteer coachees are required; these may be from your own school, or a partner school. (Peer coaching partners can be sourced through Leadership Edge).
- Hold a minimum of 6 coaching sessions with each coachee.
- Provide a coaching testimonial/feedback for your assigned Leadership Edge coach.
- Complete the Practitioner Level Portfolio to reflect on your learning and experiences.
- Submit to your Leadership Edge Assessor who then holds a final coaching conversation with you.
- Receive feedback and next steps summary.
- On successful completion of this stage, your Practitioner Level Coach Accreditation will be awarded.

**This accreditation takes a minimum of two terms.**

### **Cost**

**Foundation into Practitioner Level: £1250.00**

### **Are you ready to join us?**

Join a growing community of educators who understand and have experienced the benefits of coaching in their school and personal lives.

Check out our website, read about and listen to the testimonials from current participants of our programmes. You will be inspired!

We have evidence that coaching, done well, is EMPOWERING; it is TRANSFORMATIVE. It increases well-being and the retention of school staff, and is instrumental in developing the next generation of leaders.

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## SUPERVISION OF IN-SCHOOL COACHES

Do you already have a coaching culture established in your school or MAT?  
If so, have you thought about the ongoing support you are providing to your coaches?

Coaching, when done well, can be demanding on the coach: intellectually, emotionally and physically. To keep coaching pure, the coach needs to be able to self-manage any natural tendencies to:

- jump in with advice
- offer sympathy and a cosy chat
- make judgements about their coachees, either before, during or after the session
- be burdened by ethical issues, conflicts of interest or uncomfortable disclosures

We are aware that many in-school coaches have received little or no coaching skills training, and often have never received a formal coaching session themselves - outside of coaching support through professional programmes such as the National Professional Qualifications (NPQs). In this instance, we would recommend investing in our coaching packages.

However, if you have well-trained coaches in school, Leadership Edge can offer them Coaching Supervision. Our team of experienced Associates are on hand to offer:

- Quality assurance – is the coaching being done to a high standard and is ethically sound?
- Personal reflection – is the coach taking care of themselves during the process?
- Development of practice – what is the next step to improve the coach's practice?

**All conversations are strictly confidential.**



**Our mission:**

It's time for a new model of coaching in schools, - one that values both people and results. Our school workforce wish for their work to have purpose and meaning. They deserve to be partnered in their on-going learning with leaders who provide a confidential thinking space for them to reflect and be truly listened to, who give them a voice, develop their strengths and support them in creating their own solutions to challenges.

**Our description of coaching done well:**

Much of what is termed coaching in schools is, in reality, mentoring, and will be at the directive end of the professional dialogue spectrum. Our coaching works at the non-directive end where the coaching session is purely the agenda of the coachee.

All supervision will be aligned to the Leadership Edge Coaching Protocols:

- Be non-judgemental, you are holding the thinking space for your coachee.
- Respect confidentiality.
- Believe that the coachee is resourceful and has the answers to their problems within themselves.
- Be positive and enable your coachee to believe that there are always solutions to issues.
- Challenge your coachee to move beyond their comfort zone and any limiting self-beliefs they might hold.
- Enable your coachee to break down their goals into manageable steps.
- Hold a genuine willingness to learn from the people you coach.



If this is the kind of coaching you want to see in your school, Leadership Edge Supervision can support the sustainability and quality of your coaching culture.

### **Options:**

#### **1. Planned Supervision:**

Your school will have a designated Coaching Supervisor who books sessions with your coaches each term.

The cost is £595 per person for one academic year's support to include a Coaching Supervision session per term.

#### **2. Fast Support Supervision:**

There are times when urgent support is needed. Leadership Edge is here for you with rapid-response Coaching Supervision sessions.

- The coach emails [info@leadershipedge.org.uk](mailto:info@leadershipedge.org.uk) quoting **FAST RESPONSE**
- They are sent our booking form. This asks for brief details of school, coach, the context/issue and preferred times for a session in the next 3 working days.
- Leadership Edge allocates a Supervisor Coach who sends the school coach an email, confirming date and time of call (and invoice if PAYG).
- **PAYG option:** The school coach makes payment by bank transfer to secure the session time
- The Coaching Supervision session takes place.
- **Package option:** Leadership Edge emails the Headteacher an updated time sheet to show a Coaching Supervision session has been used, and time has been deducted (in 30 minute chunks).

We offer two ways of paying for this service:

**Pay As You Go: £110 per session**

**Secured Package: £899 for 10 hours of session time**



## COACHING FOR ALL LEADERSHIP EDGE TESTIMONIALS:

"The empowerment I gained through coaching gave me a well needed confidence boost as I began to understand that I would be in control of situations can could overcome and find solutions to any issues that may arise."

**Liz Meddings, NQT, June 2020**

"Coaching helps you to think and become a better classroom practitioner."

**Jo Gwinnett, NQT, June 2020**

"Coaching is a self-care luxury that you should allow yourself to accept."

**Molly Martin, RQT, June 2020**

Watch their videos at <https://www.youtube.com/channel/UC9s91-upm9AJCcGwapY9NLA?app=desktop>

"My coach provides a regular, safe thinking space for me to find a way forward, and they listen without judgement. Coaching encourages independence and is built on trust and openness. By empowering people through coaching, rather than mentoring, we are able to become problem solvers and leaders ourselves."

**Middle Leader, January 2020**

"Coaching came into my professional life at the perfect time. In school, we were experiencing the 'churn' of lockdown with COVID-19, and as a professional I was experiencing anxiety as regards my position at work. I was unclear about my future role in school, and the reality of whether I could - or should - tackle headship. I was 'bogged down' and struggling to think with my usual clarity. I was at a crossroads, not knowing which path to take and my coaching sessions had immediate impact. My coach helped me to acknowledge that we all have self-limiting behaviours, whilst encouraging me to think about all available options and possibilities. After each coaching session, I come away with the growing resolve that these behaviours are springboards for change. The coaching sessions help me to bring perspective and clarity to the bumpy journey of life as a Senior Leader in Education."

**Fiona Beardsley (Deputy Head Teacher)**



"I can confess, I often want a lot done and normally yesterday! Coaching allowed me to reflect starkly on how I am asking for the impossible and how that creates frustration for colleagues and myself. Moving forward, reflecting more and considering the most important points has helped me lead with more impact."

**Imran Iqbal (Secondary Deputy Head)**

"Above all else, coaching pivots around trust, and its importance within the process cannot be underestimated. Those being coached become keen to share and enthuse others. It builds trust between individuals and this helps to increase performance: a common aim, a common goal, a common mindset. Coaching helps people to connect. It guides you. I would encourage anyone to give it a go. It is empowering and humbling, and is in such contrast to other methods of school support I have experienced."

**Juli Copely (Head Teacher Radleys Primary School, Walsall)**

"Coaching is a brilliant way to develop both personally and professionally. It improves performance, and can enhance skills or help you to acquire new ones. Coaching has helped me to improve my productivity along with my teams. It has helped me to improve communication both formally and informally. It has helped me to have clarity, to prioritise and achieve my goals, which in turn has decreased my level of stress! It is purposeful and challenging. It is thought-provoking and helps you find solutions, develop and grow. Coaching is empowering."

**Joanne Leach (Head Teacher, Oakhill Primary, Stoke on Trent)**

# Building a Sustainable Coaching Culture



1 x F into P full programme  
£1250

LE Coaching →  
LE Skills training →  
LE Accreditation F Level →



**Term 1**



2 x F accreditation  
2 x £150

LE Coaching/supervision →  
LE Skills training →  
LE Accreditation P Level →



Internal Coaching at F Level →  
Internal Skills training →  
LE Accreditation F Level →

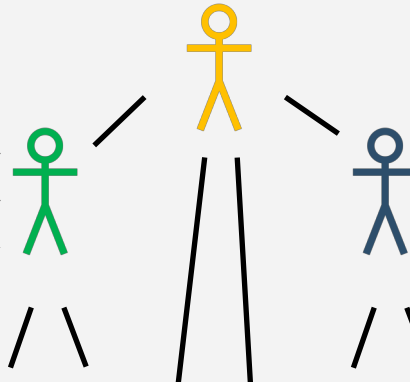


**Term 2/3**



2 x P accreditation  
2 x £200

Internal Coaching/Supervision →  
Internal Skills training →  
LE Accreditation P Level →



**Term 4/5**

(Master Coach  
option @ £850)



6 x F accreditation  
6 x £150

Internal Coaching →  
Internal Skills training →  
LE Accreditation F Level →



**Term 5/6**



**Total £2850**



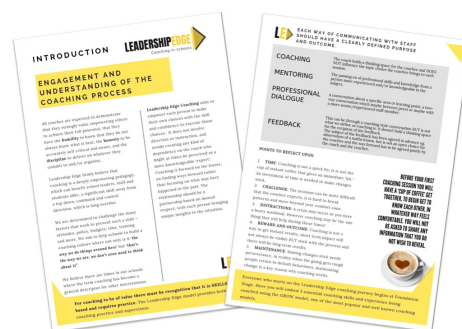
# SUPPORTING SCHOOLS TO SYSTEMATICALLY CREATE A COACHING CULTURE

Leadership Edge provides schools with a **3-Tier Accreditation Programme**, designed specifically for schools, that offers professional growth and cultural transformation.

Leadership Edge firmly believe that coaching is a deeply empowering pedagogy, which can benefit school leaders, staff and students alike; a significant shift away from a top-down, command-and-control direction, and one which is long overdue.

Our approach is designed to create a **cascade effect** which will benefit the whole school.

Start with our FREE, 5 minute online 'Assess Quiz' and receive an individual report upon completion:  
[assess.coach/leadershipedge](https://assess.coach/leadershipedge)





Coaching has had a huge impact on me. I personally believe that I am a very reflective person, yet coaching has enabled me to think and approach situations in different ways through my own questioning and those asked of me.



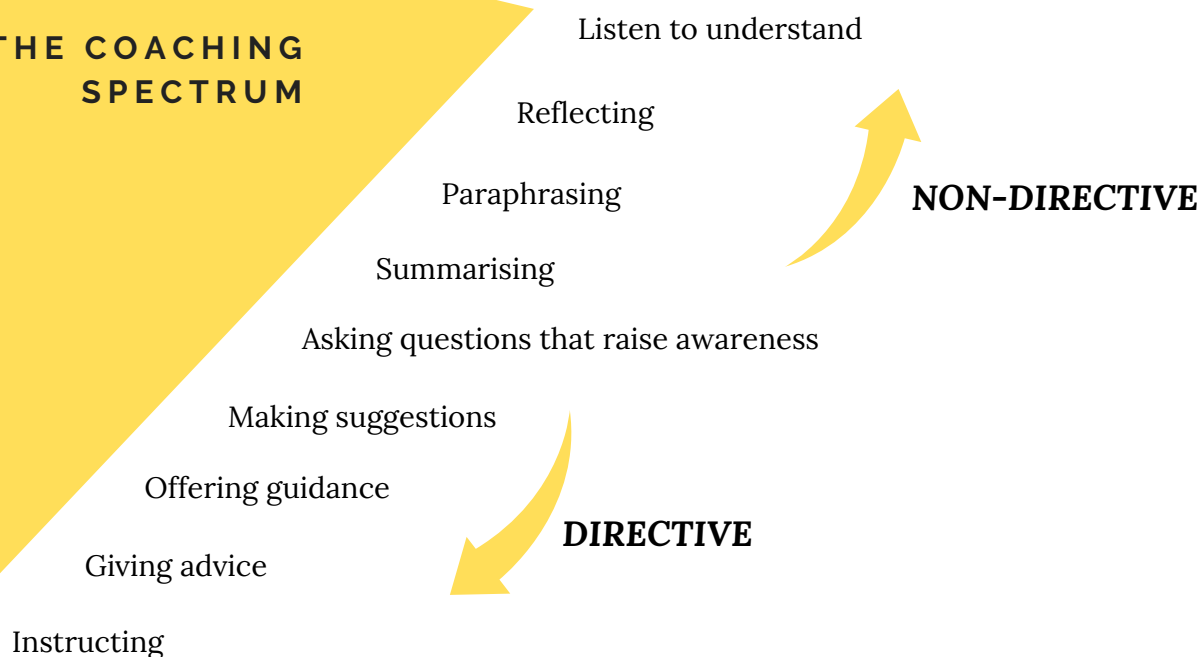
- Amy Parkes, Head of Year, East Park Academy



Our 3-Tier Accreditation System is based on what teachers and leaders identify as the competencies they look for in a school-based coach.

At Leadership Edge, we endeavour to work in the non-directive range of the coaching spectrum, recognising that at times, the wider range of the coaching spectrum best serves the needs of our coachees.

## THE COACHING SPECTRUM



Coaching is a brilliant way to develop both personally and professionally. It has helped me to have clarity, to prioritise and achieve my goals, which in turn has decreased my level of stress! It is purposeful and challenging. It is thought-provoking and helps you find solutions, develop and grow. Coaching is empowering.

- Joanne Leach: Head Teacher Oakhill Primary, Stoke on Trent

## ARE YOU READY TO JOIN US?

Contact us to arrange an appointment to discuss the Leadership Edge 3-Tier Accreditation Programme.

Visit our website for more information and resources, and to read testimonials from teaching staff and leaders.

[leadershipedge.org.uk](https://leadershipedge.org.uk)  
[info@leadershipedge.org.uk](mailto:info@leadershipedge.org.uk)