

# Empowering education directors to coach their principals



## Leader Assessment

In the context of role changes



## 1:1 Coaching Session

Identifying my leadership shift



## 1:1 Coaching Session

Possibility conversations



## 1:1 Coaching Session

Engagement conversations



## 1:1 Coaching Session

Leadership resilience conversations



## 1:1 Coaching Session

Development conversations



## 1:1 Coaching Session

Performance conversations



## 1:1 Coaching Session

Embracing feedback



## 1:1 Coaching Session

Reviewing my leadership

## The need

When NSW Department of Education rescoped the Education Director role towards providing differentiated coaching support to school principals (cf compliance and accountability), they discovered that only 22% of Directors expressed high confidence about their role as a line manager.

BTS Spark was invited in to offer executive-level leadership coaching to Directors to build their confidence and capability to hold targeted coaching conversations with school principals aimed at both school improvement and professional growth.

## Our solution

A specialised coaching journey was offered to Directors including:

- Personalised 1-1 coaching support from a highly experienced professional leadership coach.
- A series of coaching conversations designed with a dual purpose – to enable Directors to both reflect on their practice, and to learn some powerful new scaffolds for their conversations with principals.
- Feedback to Directors from the principals they line manage via BTS Spark's Shadow of a Leader tool.

Over 200 Directors have participated to date, covering >2,000 schools.

## Impact

100%

Of Directors reported they had changed their leadership practice as a result



“The coaching provided a great sounding board to develop an individual game plan around the leadership support of each of my principals.

92%

Of principals confirmed that their Director had held a development conversation with them.