

Coaching Skills Training to support Principal Preparation



The need

Singapore National Institute of Education’s flagship ‘Leaders in Education’ LEP program prepares a new generation of principals each year. NIE recognised the need for new principals to be skilled at building the capability of others, so they sought to partner with an educational leadership coaching organisation. Their LEP program already provided varied learning opportunities for participants including an internship placement, so NIE required coaching skills training that could harness these opportunities to practise coaching, as well as aligning with Ministry of Education leadership competencies.

Our solution

Since 2022, BTS Spark has partnered with NIE to deliver coaching skills training to LEP participants. BTS Spark custom-designed a program that enables aspiring principals to ‘learn coaching from professional coaches’. Participants progressively widen their personal coaching repertoire, build relational trust, seize the opportunity for ‘coaching moments’ and flex their coaching to meet the needs of different individuals. Go-Do actions after each workshop challenge participants to practise new coaching strategies and group coaching sessions offer more personalised support. Pre- and post- surveys allow for differentiation, streaming of cohorts and impact evaluation.

Impact

+35%

Participants showed a 35% rise across 8 coaching skills from pre- to post-survey



“The program equipped me with the knowledge, skills and personal growth necessary to become an effective coach.”

97%

Of participants say they would recommend this professional learning to a colleague