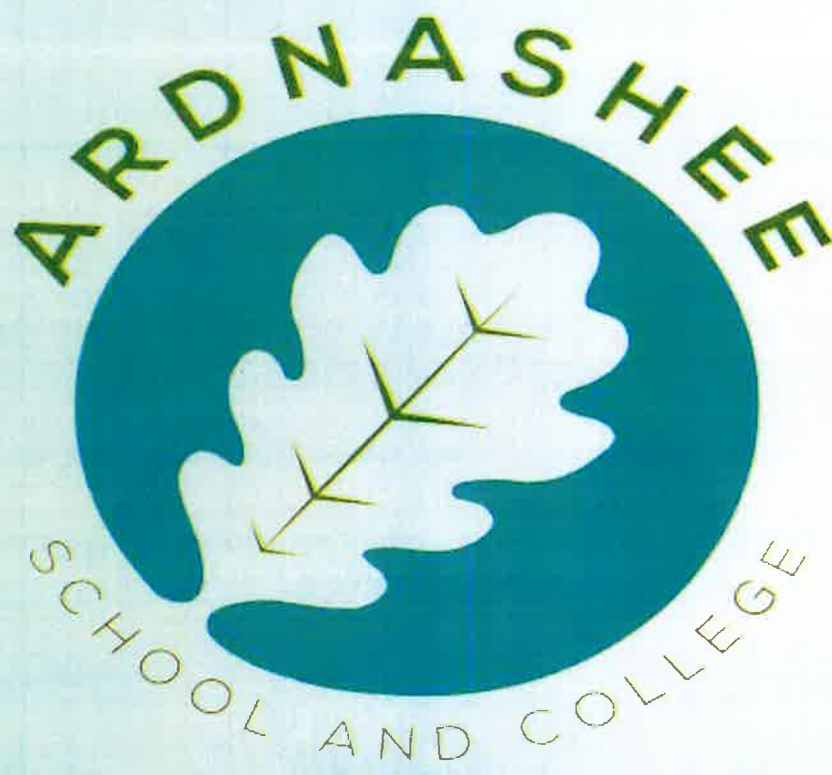




COACHING CULTURE POLICY

COACHING CULTURE POLICY

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Commencing Date:	5/11/24
Approval Signature:	Deirdre Amor
Review Date:	

COACHING CULTURE POLICY

1. Background

UN Convention on the Rights of Children : Article 29

“You have the right to education which tries to develop your personality and abilities as much as possible and encourages you to respect other people’s rights and values and to respect the environment”.

At Ardnashee School and College we are committed to fostering a coaching culture that empowers our staff and pupils to reach their full potential. Through ongoing support, collaboration, and personal development, we aim to create a positive and inclusive environment where everyone can thrive and succeed.

2. Purpose and Scope

At Ardnashee School and College, we recognize the importance of fostering a coaching culture that supports the continuous growth and development of both our staff and pupils. This policy outlines our commitment to providing coaching opportunities that promote learning, collaboration, and personal empowerment within our school community.

3. Objectives

We aim:

- To promote a culture of continuous learning and development among staff and pupils.
- To provide support and guidance to staff and pupils in achieving their personal and professional goals.
- To enhance communication, collaboration, and teamwork within the school.
- To foster a positive and inclusive environment where everyone feels valued and supported.
- To empower individuals to take ownership of their learning and growth journey.

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4. Procedure/Guidelines

Coaching for Staff

- The school Leadership Team will have access to coaching sessions facilitated by trained coaches or mentors.
- Coaching sessions will focus on individual goal setting, professional development, and addressing specific challenges or areas for improvement.
- All staff will have access to Coaching skills training

Peer Coaching and Mentoring

- Encourage peer coaching and mentoring among staff members to facilitate knowledge sharing and skill development.
- Staff members with expertise in specific areas will be encouraged to mentor their colleagues, fostering a culture of collaboration and continuous improvement.

Feedback Mechanisms

- Establish formal feedback mechanisms for staff to provide input on coaching sessions and areas for development.
- Feedback will be collected anonymously through surveys and used to enhance coaching programs and ensure their effectiveness.

Resources and Training:

- Provide ongoing training and resources for coaches, mentors, and staff members involved in the coaching process.
- Ensure that coaches are equipped with the necessary skills, knowledge, and tools to effectively support the development of staff and pupils.

Confidentiality and Respect:

- Maintain strict confidentiality regarding all coaching interactions, respecting the privacy and dignity of all participants.
- Create a safe and supportive environment where individuals feel comfortable sharing openly and honestly during coaching sessions.

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5. Monitoring/Evaluation

- Regular evaluation of the impact and effectiveness of the coaching culture policy through feedback, surveys, and performance metrics.
- Use of evaluation results to identify areas for improvement and make necessary adjustments to enhance the coaching culture within the school.