

Purpose

SchoolWorks Leadership Coaching is designed to maximize achievement for all students. The SchoolWorks Coach will collaborate with school leaders to help them develop the skills, knowledge and behaviors needed to improve organizational capacity, resulting in change that is systemic and sustainable.

Benefits

Through SchoolWorks Leadership Coaching, school leaders will improve student performance and organizational effectiveness by:

- Building their capacity to collect and analyze data to monitor student achievement
- Improving instruction
- Developing benchmarking skills to track school-wide progress
- Reflecting on their practice to improve self confidence and enhance decision-making ability
- Improving organizational behaviors and practices
- Focusing on developing school improvement plans that are measurable and systemic
- Developing tools, resources and skills to tackle the complex issues confronting schools today (e.g., the use of SWOT, Research Findings, Strategic Alignment Grids, Strategic Planning Models, School Improvement Planning)

Leadership Coaching

Research Base

To improve student achievement and organizational performance, SchoolWorks Leadership Coaching blends the best of proven coaching practices and techniques from the educational and business communities.

Process and Results

While each coaching experience is unique, all SchoolWorks Coaches follow a similar process to achieve success for their clients:

1. Establish the Coaching Partnership

With the prospective school leaders, the SchoolWorks Coach will:

- Identify main objectives of the coaching plan
- Reach consensus on the process that best serves the leadership's needs
- Administer self-assessment tool to school leader
- Establish a process, timeline and outcomes that meets the needs of the client

2. Conduct Needs Assessment

Depending on the scope and objectives of the coaching agreement, the SchoolWorks Coach will administer assessment surveys to the staff and all other related stakeholders to collect baseline data on leadership performance. In addition, the SchoolWorks Coach will conduct on-site reviews, as needed, and review other data to assess the school's performance.

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3. Develop and Implement an Action Plan

After the initial meeting and the appropriate qualitative and quantitative analysis and assessments have been conducted, the SchoolWorks Coach will meet with the client to:

- Jointly develop a coaching action plan
- Agree on timelines for accomplishing the action plan
- Agree on benchmarks to measure action plan progress

During this phase of the coaching process, the coach and school leaders will be continuously assessing the benchmarks in the action plan and adjusting strategies according to results. Progress, concerns and challenges will be documented and addressed.

4. Evaluation and Follow-up

The results of SchoolWorks Leadership Coaching are measured against the goals set forth in the action plan. Additionally, the school leadership will be asked to complete a performance evaluation of the coach and the SchoolWorks coaching process. Follow-up monitoring, if mutually agreed upon, will be established.

Leadership for Coaching

Mihran Keoseian

Mihran is a Project Associate at SchoolWorks and leads the SchoolWorks Coaching. He brings 30 years of leadership experience to SchoolWorks. As a former principal of both middle and high schools, he consistently improved reading and math scores and college placement rates. He earned the RJ Nabisco China Breaker's Award for challenging the status quo in an underperforming high school by transforming the school culture into a safe environment for students and staff. As a superintendent, he developed procedures and systems that resulted in his school district achieving within the top one percent of schools in Massachusetts. With a background in systems thinking and strategic planning, he has helped school systems improve performance at all levels for all students through aligning vision and mission with measurable action plans.



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