



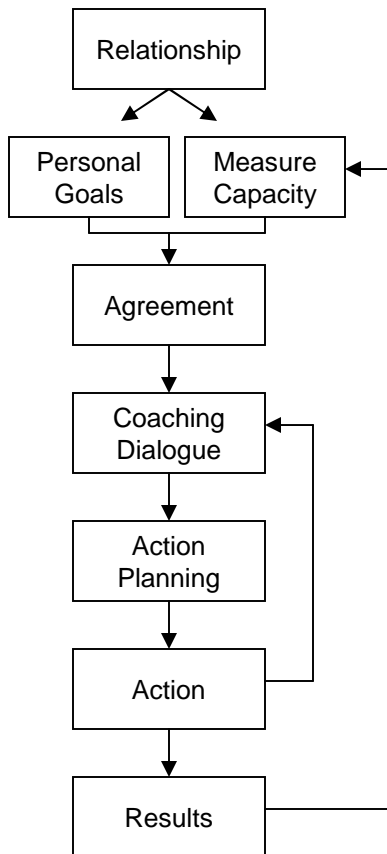
School Leadership Development & Coaching

Measurement + Coaching = Results

Integrated Model for Educational Leadership Development

Instructional Leadership	FOCUS	Transformational Leadership
Improve teaching and learning by facilitating teacher growth and shared leadership driving student achievement	Personal Leadership School Management School Culture	Develop capacity by motivating teachers and leaders to raise their level of personal commitment to school improvement

Coaching Model



Adapted from *Coaching Basics* - Haneberg

Leadership Coaching for all Levels

New Principals & Assistant Principals will receive 3-6 hours of support each month including one-to-one and group coaching professional development. Coaching will focus on personal leadership effectiveness in the school leader role.

Experienced Principals will receive 2-4 hours of support each month including one-to-one and group coaching professional development. Coaching will focus on building leadership capacity, supporting the school leader's agenda and expanding success.

Superintendents and Assistant Superintendents will receive 2-3 hours of support each month dependent on client need. Coaching will focus on building leadership capacity, supporting the district leader's agenda and district strategy.

Coaching is critical to a results-driven school improvement strategy.

Our Coaches

All school leadership and development coaches are past **superintendents or principals** certified by The XLR8 Team, Inc. They build coaching relationships based on trust and a foundation of educational leadership experience and resources.

Measurement Tools

- Excellence for Learning Personal Leadership Style Inventory
- School Leadership Development 360° Survey
- Leadership Practices Inventory
- Leadership Values Assessment



The twelve month process includes a three-day leadership retreat and group coaching professional development sessions with other school leadership development and coaching participants.

The School Leadership Development and Coaching experience is based on a wide range of **research-based models and resources**. The process is focused on each **participant's unique needs**. Coaching provides a framework of personal assessment, reflection, accountability and celebration that supports long-term leadership effectiveness.