

Principal GROW Coaching



School principals today are under intense pressure to be superheroes – to move mountains for their students and do what often seems impossible. Unfortunately, that pressure often comes without the kind of support it takes to do this difficult work. Fortunately, there is a solution. As many of you already know, coaching is the ultimate “cheat code” when it comes to doing the impossible. But how do you find a coaching program that works?

The best coaching programs are built around tools, systems, and frameworks. BTC’s GROW Coaching support can be provided by our trained coaches, or we can train your mentors or coaches on how to use the GROW framework in your coaching program. We will tailor our services to meet your need.

BTC COACHING FRAMEWORK

“Give me a place stand, a lever long enough, and a fulcrum to place it on, and I will move the world.”

– *Archimedes, 212 B.C.*

A Place to Stand

Learn how to create a winning culture of support and success that can be effectively measured and adjusted as necessary.

A Lever Long Enough

Improve your decision-making skills (the most powerful tool you have to improve outcomes), your ability to provide meaningful feedback to staff, and secure the services of an expert thought partner throughout the school year to help you make better decisions.

A Fulcrum to Place It On

Learn the power of balancing leadership and management skills to generate results.

WHAT DOES GROW STAND FOR?



GOALS

What goal do you want to achieve?



REALITY

How is that going for you? What does your data say?



OPPORTUNITIES

What are your choices and alternatives for action?



WILL

What will you do and what will your coach do next to move closer to your goal?



WHAT DOES COACHING INCLUDE?

Principal GROW Coaching includes 24/7 email, text, and phone support for key leaders. Coaches serve as mentors and sounding boards to help principals work through issues, problem-solve, and provide strategic planning support. Coaches can provide guidance and support for improvement planning, reviewing documents, helping with letters of direction, observations, and evaluation support.

In addition to 24/7 support, coaches will facilitate monthly G.R.O.W meetings. During these 30- to 60-minute sessions, coaches will work with clients through the following coaching framework:

Goals

- What are you working on right now?
- What are you hoping to achieve or accomplish?

Reality

- How is that going?
- What are the obstacles?
- What useful information do you have or need?

Options

- What are the options or alternatives for moving toward your goal?
- What are your choices?
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Will

- What will you and your coach do next?
- What actions will you take?

Clients in the GROW coaching program also participate in BTC's Priority Leadership Assessment®. This 50-question tool will help the coach and client reflect and improve their skills in the following continuums of effective 21st-century leadership from:

- ▶ Planning to vision
- ▶ Goals to priorities
- ▶ Policy to targets of opportunity
- ▶ Problem solving to capacity building
- ▶ Fear of separation and isolation to relationship and teamwork
- ▶ Controlled management to shared leadership
- ▶ Hidden agendas to authentic listening
- ▶ Conformance to performance
- ▶ Tradition to data to reflection
- ▶ Arrival to growth