



Coaching for staff professional Development in education

Project Description

Learn Sheffield is part of a consortium of partners who have successfully applied to the Erasmus+ programme.

Project Aim:

To explore the experience and best practices in using coaching as a tool for more effective change management and creation of a supportive and growth-oriented environment

Period: 01.09.2019 - 31.01.2022 (29 months)

The consortium is made up of 7 partner organisations from 6 countries

LSHF	Learn Sheffield (UK)
CARDET	Centre for Advancement of Research and Development in Educational Technology (Cyprus)
ETTA	Education and Teacher Training Agency (Croatia)
ISJI	School Inspectorate of Lasi county (Romania)
MU	Masaryk University (Czech Rep.)
RIIMC	Education and Information Services of Riga City (Latvia)
VISC	National Centre for Education (Latvia)

Project tasks

- **To carry out desk research** of current state of coaching in staff development in partner countries both in business and educational settings.
- **To organise 6 learning visits** in partner countries to explore how coaching techniques, both individual and group, have helped to create growth-oriented environments through more effective cooperation and well-being that lead to change in practice, reflection and schoolwide collective efficacy that promote student achievement.
- **To create a digital Resource book** of individual and group coaching techniques and examples of best practices from different settings in partner countries.
- **To disseminate the best coaching practice** and to introduce and try out various coaching techniques and elements in all partner countries.

Results of the project

- A completed desk research of current state of coaching in staff development both in business and educational settings;
- Raised awareness on coaching techniques and methods to improve staff development through learning visits, follow-up workshops, dissemination and multiplier events;
- Developed digital resource book for educators and schools to use for building supportive and growth-oriented environments;

- Improved capacity of school educators in using coaching techniques and methods through workshops and multiplier events using the developed digital resource book;
- Informed public and local education authorities of the value of using coaching techniques and methods to lay the foundation for introduction of coaching in school plans;
- **The expected impact is deeper understanding and better knowledge of using coaching techniques to improve school achievement.**

Activities/events

Introduction meeting	Riga, LV	October 2019
Learning Visit 1	Sheffield, UK	January 2020
Learning Visit 2	Cyprus	Apr/May 2020
Learning Visit 3	Croatia	September 2020
Interim report		November 2020
Learning Visit 4	Czech Rep.	December 2020
Learning Visit 5	Latvia	March 2021
Learning Visit 6	Romania	May 2021
Project Meeting 2	Sheffield, UK	September 2021
Multiplier Events	all countries	November 2021
Final report		January 2022

Explanation of Learning visits

Aim - to explore how coaching techniques, both individual and group, have helped to create growth-oriented environments through more effective cooperation and well-being that lead to change in practice, reflection and school-wide collective efficacy that promote student achievement

Duration - 5 days (2 days for travel + 3 days for visits)

Participants - 2 people from each Partner organisation:

- 1) project manager/coordinator
- 2) education adviser/consultant/ trainer who works with schools

Type of organisations to be visited - at least 2 schools, one business organisation, one institution of host's choice. The agenda can include workshops/seminars on practical use of coaching methods and techniques and will include time for mini project partners' meeting to discuss current project issues and reflection time. **Follow-up workshops** will take place within 2 months after the learning visit. They are for 5-10 participants to try out the coaching techniques suggested by the host partner.

Explanation of Multiplier events

1 event per country

1 day event in November 2021

30 local participants

Aim - to improve usage of coaching techniques and methods through presenting the main output of CoDe project - Digital Resource Book on Coaching techniques - to wider community, to ensure that the book is known about and used widely in the host country. The event will begin with presentation of the CoDe project, theoretical input on coaching and the benefits it brings to educators and school achievement, as well as analysis of existing approaches in Europe. The practical part will allow participants to try out various coaching techniques and methods.

Target audience – teachers/educators, school leaders, policy makers and business representatives.