



CASE STUDY

ENHANCING SCHOOL LEADERSHIP THROUGH COACHING AND MENTORING

The Secondary School faced challenges with leadership transitions and overall school performance due to the high turnover of senior leaders, leading to inconsistent decision-making and lack of strategic direction.

Objective:

To provide leadership support through coaching and mentoring, guiding and empowering the new leadership team to develop their skills, enhance decision-making abilities, and achieve professional goals.

Intervention:

1. Initial Assessment:

- Conducted needs assessment to identify areas of support.
- Held one-on-one meetings with leaders to understand challenges and aspirations.

2. Coaching and Mentoring Plan:

- Developed a tailored plan with bi-weekly coaching sessions, monthly workshops, and online resources.
- Assigned experienced mentors to each leader for ongoing support.

3. Skill Development:

- Enhanced critical leadership skills such as strategic planning, communication, conflict resolution, and team management.
- Implemented scenario-based training for decision-making under pressure.

4. Strategic Decision-Making:

- Guided leaders in developing a comprehensive school improvement plan with measurable goals.
- Facilitated strategic planning sessions for alignment with educational objectives.

5. Professional Goals:

- Assisted in setting personal professional goals and actionable plans.
- Provided resources and opportunities for continuous professional development.

Outcome:

1. **Improved Leadership Confidence:**

- Increased confidence in managing teams and making informed decisions.
- Consistent support led to leaders feeling more secure in their roles.

2. **Enhanced Decision-Making:**

- Improved decision-making skills, particularly in crisis situations and strategic planning.
- Scenario-based training exercises enhanced anticipation and management of challenges.

3. **Strategic Improvements:**

- Successful implementation of the school improvement plan, leading to better-aligned initiatives and clearer objectives.
- Marked improvements in student achievement, staff retention, and community engagement.

4. **Personal and Professional Growth:**

- Achievement of professional goals, such as advanced leadership certifications and participation in conferences.
- Fostered a culture of continuous learning and improvement within the leadership team.

Leadership support through coaching and mentoring at significantly empowers leadership teams, resulting in improved skills, decision-making abilities, and professional achievements.

This intervention can stabilise leadership, improve school performance, and contribute to a positive school culture, demonstrating the critical role of targeted leadership support in driving school improvement and achieving sustainable success.

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