

14<sup>th</sup> December 2018



It was an absolute delight to visit you last week and to witness at first hand such a brilliantly embedded coaching culture at East Park.

I have great pleasure in officially congratulating you on your Coach mark Gold Award.

**The strengths of your approach are numerous and include:**

- Exceptional training and progression of coaching skills
- Coaching embedded strongly as a school improvement approach with clear positive outcomes
- An outstanding approach to incorporating well being with high performance amongst staff and learners
- Clear communication about coaching and its uses throughout the school community including with governors and parents
- Exceptional levels of trust and commitment from all staff interviewed for the award and evidence that this is widespread
- A deep and broad commitment to the provision of time for staff to use coaching effectively
- Exceptional energy and vision of the headteacher in bringing about rapid change in the school using coaching as a crucial part of this vision
- Careful monitoring of the impact of coaching within the school to ensure effective use of resources
- Effective and inspiring work being done with and by children in the school
- Superb use of coaches within school to support parents

The strong emphasis on the balance between high expectations and high levels of support is a stand-out trend from the visit and the evidence presented.

**To make an already exceptional coaching culture even better consider:**

- Continuing the excellent training at the three levels within the school
- Spreading what you're doing to other schools in your MAT
- Extending your supervision support as the number of coaches increases and the scope of the coaching widens to support other schools
- Deepening the capability of more advanced coaches by extending the range of coaching models/tools they use (eg Dilts' Logical Levels model or similar)
- Continuing the development of quality feedback loops on coaching practice for coaches to ensure on-going improvement in skills
- Creating even greater clarity for coaches in understanding their scope of practice and when coachees may need support beyond coaching skills