

The Effective Mentoring & Coaching Suite

The Complete Pathfinder for Schools

Designed by experts and road tested every inch of the way by teachers, this inspirational six-pack series will transform your approach to coaching and mentoring. As CPD co-ordinators you will find the packs an invaluable resource. They will help you enthuse and inspire colleagues and equip them with the skills they need for professional learning - to develop their practice, to enhance their subject expertise – or to tackle those tricky learning or behavioural problems in their classrooms.

It will also help your school, because you will be building coaching and mentoring skills amongst your colleagues. This will help the school keep up to date with new initiatives such as performance management, and develop a successfully tried and tested approach to school improvement through changes which aren't forced. You'll find the six Effective Mentoring and Coaching packs full of ideas for building ownership through collaboration and encouraging teachers to interpret and adapt new approaches for their own particular pupils or subject.

What's in these packs?

Each pack contains a CD which is full of original material, including:

Animations or video clips based on real-life examples of what typically crops up in everyday exchanges. Learning from our own and other people's successes and mistakes is a lot easier than learning from abstract principles. You can use the animated videos to really bring mentoring challenges and experiences to life.



Tasks and activities for just about everything - from getting started to debriefing. They include tasters, diagnostics and tools for developing skills and understanding.

- Taster activities will get your colleagues interested and give you an idea of their existing thinking and skills
- Diagnostic activities help participants recognise critical incidents and reflect on their developing skills in tackling them
- Activities for developing understanding will introduce participants to the skills they need and develop their understanding of how these change across different contexts
- Skill development activities will help participants develop their skills as coaches, mentors and professional learners



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How can I use them?

The menu on the CD will allow you to select activities by learning objective, by type or even by the amount of time they take to complete.

The packs are specially designed to cater for the individual needs of different schools and can be used by all CPD co-ordinators, regardless of your previous knowledge and experience. You can use the packs to run workshops and twilight sessions, structure meetings or just work with colleagues on a one to one basis. You'll find 15 minute starter activities for departmental or staff meetings if that's what you need. You'll also find 60 minute CPD sessions you can use during or after the school day. And if you are running a staff development day (or half-day) you can use the packs for these as well.



What's more....you'll find in each pack:

- evidence about mentoring and coaching from research and practice
- the National Framework for Mentoring and Coaching
- case Studies with real examples of schools that are implementing mentoring and coaching.
- research summaries
- an index of all of the activities and evidence
- a search function to allow you quickly find activities that meet your needs
- help and utilities to support you in making effective use of the resources.

Plus an interactive planning tool that will allow you to plan your workshop by choosing the building blocks you want to use and organising them into a sequence that meets your needs.

And you'll be in tune with what's going on nationally too. The series is based on the National Framework for Mentoring and Coaching. This is the framework which underpins the new national standards for teachers. It also informs the CPD materials and programmes developed by the national strategies, NCSL and the GTC. So by using the packs you can get the most out of mentoring and coaching relationships *plus* ensure coherence with a whole range of national, regional and local initiatives.

The importance of finding the right mentor, coach and co-coach are illustrated by the three bears...



Big Bear was too dogmatic, and Middle Bear was too nervous, but me and Baby Bear, we worked together just right!

Each pack focuses on a different aspect of coaching and mentoring and they can all be used on their own, according to your school's particular needs



The six packs in the suite are:

Pulling through: developing mentors' ability to support professional learners in drawing on evidence and expertise

This pack focuses on what *mentors* can do to enhance the effectiveness of mentoring by:

- brokering or facilitating access to research and practice relevant to a professional learner's needs
- maximising professional learning within assessment and accreditation frameworks
- understanding underlying anxieties and the effects they can have on mentors.

Pulling together: ensuring the right mix of challenge and support in co-coaching

This pack focuses on what *co-coaches* can do to enhance the effectiveness of their professional learning by:

- accurately diagnosing their learning needs
- understanding when they need specialist help, and where to go to get it
- using data and evidence effectively
- evaluating the effects of their developing practice.

Doubling up: securing learning and accreditation benefits from mentoring

This pack focuses on what *professional learners* can do to enhance the effectiveness of mentoring by:

- preparing for mentoring sessions
- planning for learning from watching other teachers
- identifying and experimenting with professional learning skills in mentoring relationships
- understanding underlying anxieties and the effects they can have on professional learning.

Taking hold: putting professional learners in charge of their own development through coaching

This pack focuses on the people it's all about – the professional learners. It will help your colleagues to:

- consider what qualities they are looking for in a coach or mentor
- recognise and reflect on the skills needed for professional learning
- choose and refine a learning focus
- use learning agreements to manage differences in power
- identify when to use closed questions (to focus attention on the professional learner's needs) and open ones (when the learner doesn't know what they don't know)
- learn how to reflect on what they've learned
- identify and experiment with professional learning skills in coaching relationships.

Joining up: linking coaching and mentoring with school development and performance management

This pack focuses on what *CPD leaders* can do to enhance the effectiveness of mentoring and coaching by:

- weighing the pros and cons of specialist and collaborative coaching and mentoring as vehicles for building a professional learning community in your school
- identifying meaningful learning foci that enable staff to connect CPD and performance management
- securing ownership and participation from staff and senior leaders.

Letting go: developing coaches' skills in increasing professional learners' independence

This pack focuses on what *coaches* can do to enhance the effectiveness of coaching by:

- identifying and setting aside issues outside the coaching relationship that can interfere with learning
- using powerful questions for different phases and purposes within a coaching session
- developing active and accurate listening during coaching sessions
- acknowledging and managing the risks associated with supporting professional learners as they experiment with new ideas and approaches.