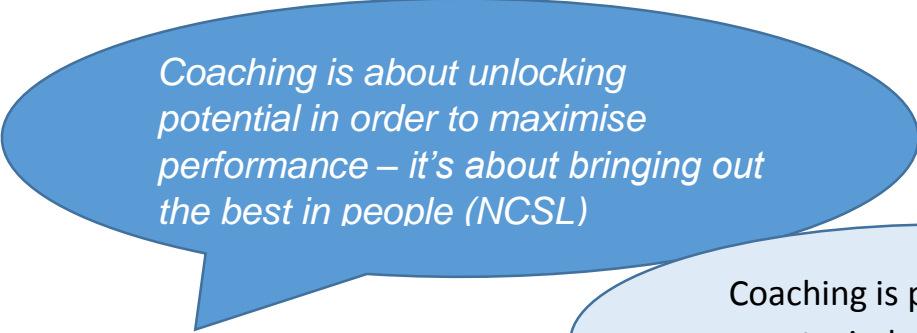
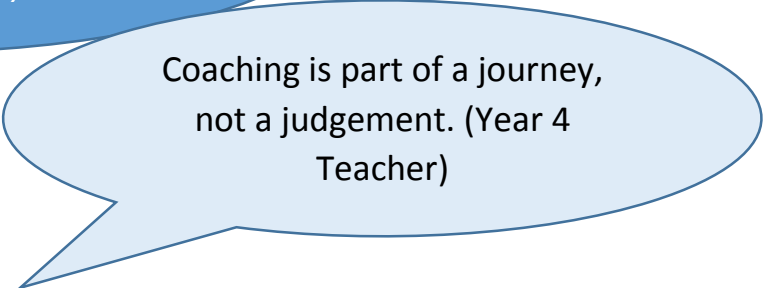


Coaching

In our school, coaching has become a valued programme of professional development. We feel strongly about investing in people and so we have worked hard to promote a whole school ethos where coaching and support is a part of everyday school life.



Coaching is about unlocking potential in order to maximise performance – it's about bringing out the best in people (NCSL)



Coaching is part of a journey, not a judgement. (Year 4 Teacher)

There are many approaches to coaching but we feel we have developed our own 'Ludlow way' so that we are supporting our staff team, all with a wide range of needs. Our main goal is to empower those who work for us to be self-reflective, to ask themselves important questions and find their own answers with us all working together to provide the best for the pupils in our school.

Over the last four years, we have built capacity so that there is a planned timetable of coaching every week, directed by Gemma French.

Through coaching, we feel there is a great deal of consistency in our teaching approaches and this has led to us working as a staff team as opposed to teachers / year teams working in isolation.

Year teams work together for one afternoon every week. This means there is a valued, timetabled meeting time where teachers can have important discussions and gain the support they may need from others. There is a team approach to planning and because of this, we are developing the coaching model through all we do.

Our aim has always been that through a coaching ethos, we will encourage teachers and LSAs to be self-reflective. To begin with, teachers and LSAs may receive frequent coaching but in time, this becomes less often as it is not the coach who is asking the questions to promote thinking but it is the teacher or LSA themselves.

Our coaching model

