



## MESPA Coaching Program

The MESPA Coaching Program offers an opportunity to build the capacity of principals and other administrators in districts across the Commonwealth.

### **COACH ACTIVITIES**

Each coach provides at least 35 hours of coaching services through face-to-face, telephone, and email contact to his or her coachee during the school year.

Coaches develop a trustful, confidential relationship with their coachees. They address goals and issues that are identified by the district and also goals and issues that they have in their own schools.

Coaches attempt to:

- Act as a catalyst for change
- Provide an objective point of view
- Provide a safe zone in which school leaders can increase their knowledge and skills, problem-solve, and reflect on leadership practice
- Conduct a needs assessment and analysis
- Ask questions that cause the Coachee to think things through, problem-solve and reflect on practice
- Collaboratively develop an action plan with the Coachee
- Provide on-going supportive and corrective feedback face-to-face and via email and/or telephone
- Use protocols to document each step of the MESPA Coaching Process
- Serve as a knowledge and skills resource
- Meet with coaching colleagues on a monthly basis
- Openly receive supportive and corrective feedback during monthly check-in meetings
- Adhere to the MESPA Leadership Coaching Process

The relationship between the coach and the coachee is confidential. The only report made to the superintendent is to outline the goals discussed and to determine whether progress has been made. The coach does not provide any information that will be used in evaluation of the principal.

**For more information, contact MESPA at 508-624-0500**