

THE MESPA SIX-POINT FRAMEWORK



For more information:

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MASSACHUSETTS ELEMENTARY SCHOOL
PRINCIPALS' ASSOCIATION, INC.

AND

MASSACHUSETTS ELEMENTARY SCHOOL
PRINCIPALS' EDUCATION FOUNDATION



LEADERSHIP COACHING PROGRAM



What is the MESPA Leadership Coaching Program?

The purpose of the MESPA Leadership Coaching Program is to build the capacity of school leaders so that they are better able to guide and direct the large scale, sustained improvement of teaching and learning and the conditions in which they occur. In order to do this, school leaders need support and customized and individualized coaching to increase their skill levels, to become more reflective and to turn their schools into high performing learning communities.

The MESPA Leadership Coaching Program is research-based and adheres to the MESPA Six-Point Framework for school reform. MESPA Leadership Coaches provide quality, comprehensive, customized coaching. They are seasoned, well-trained (including NISL training) and experienced professionals. Leadership Coaches serve as a catalyst for change, increase knowledge and skills of school leaders, change leadership behavior, help their Coachees to set goals and guide the development of an action plan to improve teaching and learning so that all students achieve at high levels of proficiency.

Coachees meet with their Coaches face-to-face and through email and telephone contacts. They help principals to:

- assess their school programs
- gather and interpret data to understand the unique challenges of their schools and staffs
- determine areas of focus
- develop an action plan
- develop strategies to maintain focus
- assess progress

Coaches help principals to be reflective, think differently, develop confidence, and develop

productive behaviors. A confidential, trusting relationship will be developed between the Coach and the Coachee.

It is recommended that districts initially contract the services of a MESPA Leadership Coach for 40 hours for each school leader. MESPA will, however, customize a program based upon the district and school's needs. It is also possible to purchase coaching services on an hourly basis if the full program is not possible for a school or district.

Coach Activities

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

Coaches will 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
- Use protocols to document each step of the MESPA Coaching Process
- Serve as a knowledge and skills resource
- Meet with coaching colleagues periodically
- Openly receive supportive and corrective feedback during monthly check-in meetings
- Adhere to the MESPA Leadership Coaching Process

Confidentiality

The relationship between the Coach and the Coachee will be confidential in order to build trust and maximize the opportunity for success.

A report to the superintendent will outline the goals discussed and progress made during the coaching relationship. No confidential information will be shared in the report. The Coach will not provide any information that will be used in the evaluation of the principal.

Pricing

Pricing for the full program or the hourly services includes:

- Selection of the Coach matched to the needs of the Coachee
- Payment of the Coach
- Travel
- Administrative overhead
- Photocopying and materials where appropriate

Call MESPA for more information about specific costs.

Scheduling

To schedule a Coach for an elementary, middle level, or high school principal or assistant principal, please contact:

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