

“The leadership at Hayes believe that one of the most important reasons for the school’s incredible success is coaching”



How Hayes School is growing their staff and students Beyond Outstanding

Nicki Smith, Lead Teacher, at Hayes School, Bromley, shares her experience of coaching and why her school believes a coaching culture is one of the most important reasons for the school’s incredible success

What first attracted you to the OLEVI coaching programmes?

I became a passionate supporter of coaching after being coached in preparation for taking on a new role in schools as a Lead Teacher. As an OLEVI Professional Coach, I have utilised my experience of the Power of Coaching and Advanced Power of Coaching programmes, and that of her colleagues, to embed a coaching culture throughout the school. Hayes is such an amazing school with such high expectations of students to achieve that teachers want to grow their practice and meet the challenge. Coaching gives outstanding teachers the time – in a non-judgmental environment – to explore an issue and commit to action. It provides a positive, reflective and challenging culture where growth is supported and celebrated.

How have you used your learning from the OLEVI coaching programmes?

▲ ‘Formal’ coaching programme

This programme is completely voluntary. Fifteen coachees are interviewed and then allocated a coach to help them reflect, evaluate and improve practice and wellbeing over six sessions, fifteen coaches are trained

and then further supported with termly development sessions.

Evaluations are collected testimonials from coaches and coachees (including those in senior leadership positions) are filmed and shared with all staff members.

▲ Coaching for all Staff

These stand-alone, introductory sessions are for new and existing staff to ensure teachers:

- understand coaching principles; and
- have the opportunity to coach and be coached.

▲ Coaching for all Students

Year 13 Formal Coaching programme

A pilot programme aimed at mirroring the Formal Coaching Programme for staff with 15 students in Year 13 trained as coaches, coaching students for six sessions.

Year 7 and 8 Coaching programme

Building on the Year 13 pilot, a series of sessions will be delivered to students in Year 7 and 8 by their tutors, ensuring they:

- understand coaching principles; and
- have the opportunity to coach and be coached.



Personal Impact

The APOC and OPC were the most developmental experience I have had in my 11-year career, focusing and enriching my practice. This was due to:



- The time to invest in own professional development;
- Opportunities to collaborate and share experiences of leading coaching in education in different contexts; and
- Chances to reflect and refine coaching skills.

Whole-school Impact

100% of coaches and coachees agree that coaching has:



- provided a supportive and non-judgmental environment for discussion;
- encouraged more of a focus on solutions rather than problems;
- challenged them to improve their practice in some way;
- improved Line Management and Performance Management relationships; and
- empowered them in their professional roles.

“Coaching is a fantastic thing at Hayes which has helped to build trust and positive relationships between colleagues.”

Hayes School Coach

“Regular use of coaching techniques has empowered me in line management and meeting situations so that I can have a solution focused approach in all settings.”

Hayes School Coach

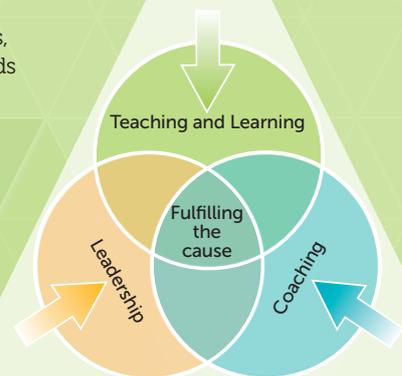
“Teaching can, at times, be a lonely job. Coaching has helped me a lot in my role to plan my time and sustain a difficult project. It has also helped me to reflect on my own professional development in a non-judgmental way.”

Hayes School Coach



“The Bigger Picture”

APOC is just one of the programmes in the OLEVI Teaching & Learning, Leadership, and Coaching (TLC) Syllabus, developed by OLEVI to drive up standards in schools. Structured around the ethos and principles of our DR ICE® learning model our programmes support the growth of education professionals at every level, to create a successful teaching and learning culture that leaves a lasting legacy.



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