# Executive Coach's Responsibilities

- Provide on-site coaching services
- Provide off-site sessions with leadership team, and/or grouped cohorts
- Provide unlimited phone and email access between him/herself and school leader
- Review and analyze school improvement plan and school data with the school leader
- Engage school leader in dialogue that explicitly identifies goals and objectives that will impact student achievement
- Collaborate with the school leader to identify the areas of focus for coaching, the norms and expectations in the coaching relationships, and the indicators of success
- Complete a work plan with the school leader, including targeted professional development
- Maintain an on-going record of meetings and contacts with school leader
- Establish a calendar of weekly on-site meetings and contacts with the school leader
- Complete and submit status reports twice monthly to CAS administrators

### CAS Responsibilities

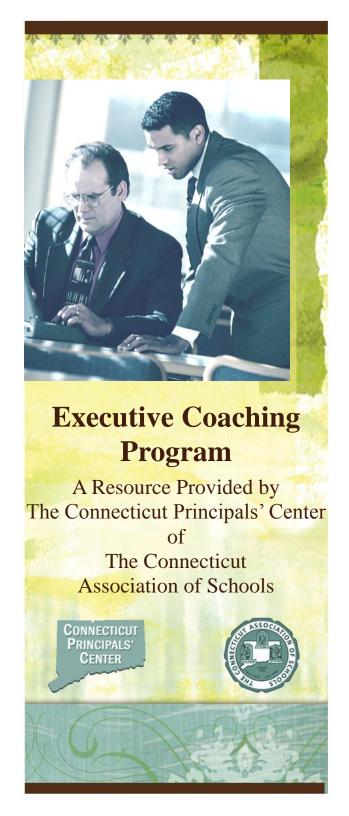
- Recruit, train, supervise, and evaluate executive coaches in order to support the leaders of selected schools to improve student achievement.
- Provide professional development to support the achievement of the personal/professional goals and school/ district goals of the school leaders.
- Maintain a web-based electronic meeting place and clearing house that allows for data collection, networking, the sharing of resources and best practices, and the implementation of an accountability system.



## **CAS Contact Information**

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### Why Coaching?

- After the quality of the teacher, the most important variable determining student achievement is the quality of the school leader.
- Research tells us that, school leaders who have the support of a coach within a focused program of assistance stay in the job longer and perform better.
- You have already invested significantly in the success of your school leader. Providing a coach is "going the extra mile" to develop the capacity of the leader to improve student achievement.
- As we move into the state and federally required performance evaluation of principals, additional support and development for principals will be critical.

# One of our district leaders said:

"The CAS Program has been a very significant factor in the success that our schools have achieved... I am impressed by the level of training that [CAS] coaches have had in the important aspects of school improvement. I would like a CAS coach in every school."

### What is Coaching?

- Executive Coaching is embedded, on-going, professional development.
- ➤ It entails what Mumford (1993) describes as "...a process in which someone else, with expertise in the field, through directed discussions and guided activity, helps a colleague solve a problem, or do a task better than would otherwise have been the case."
- At present, CAS Executive Coaches are working with principals in 72 schools in 22 Connecticut school districts.



### **Program Goals**

The goals of the CAS Executive Coaching Program are consistent with Connecticut's Common Core of Leading and the Connecticut School Leadership Standards.

#### The goals are to:

- Build the instructional leadership skills of the principal
- Increase the quality of the teaching and learning process in the school
- Develop the ability and willingness of the principal to hold staff accountable for the behavior and learning of the students
- Increase the ability of the principal to distribute leadership
- Develop the confidence of the principal to make decisions
- Develop the skills of the principal to sustain a school climate and culture that is supportive and collaborative

### One of our principals said:

"The CAS Executive Coaching Program has truly allowed me to expand my leadership skills. I wish I had the opportunity to benefit from an executive coach at the start of my administrative career."