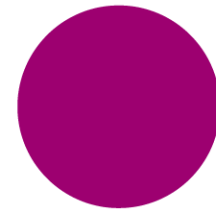




Best
Practice
Network

Coaching in Education

2 minutes: Add to the chat any questions that you would like answered today or about coaching in general.



Coaching in Education Apprenticeship Level 5

- For professionals working across the education sector
- Builds advanced coaching skills that support growth, reflection and change
- Specially designed training for schools, MATs and other education organisations
- Includes an optional nationally recognised ILM Level 5 coaching qualification
- £5,000 worth of training funded through the Apprenticeship Levy

This session will cover:

- What coaching is and is not
- What a coaching session looks like
 - What makes a good coach
 - Our coaching programme

What it is and isn't

	Mentoring 🦶	Counselling ❤️	Consulting 🛠️	Instructional Coaching 🧑🏫	Professional Coaching 🎯
Purpose	Teach a role	Support well-being	Fix the problem	Improve a skill	Aligned goal achievement
Key Features	<ul style="list-style-type: none"> • Experience-based guidance • Role modelling 	<ul style="list-style-type: none"> • Empathy • Therapeutic communication 	<ul style="list-style-type: none"> • Diagnostic analysis • Strategic thinking 	<ul style="list-style-type: none"> • Feedback • Role Play 	<ul style="list-style-type: none"> • Powerful questioning • Goal setting • Feedback • Accountability management
You'll hear them say	"Here's what worked for me."	"How are you feeling about this?"	"Here's what you should do."	"Let's try that again"	"What's your next step?"

Coaching

- A non- directive leadership method
- Uses active listening and insightful questioning
- Opens up new neural pathways so coachees think about challenges differently
- Meets the coachee where they are
- Inspires sustained, values- driven change.
- Develops resilient, resourceful, initiative- taking coachees.

A coaching session

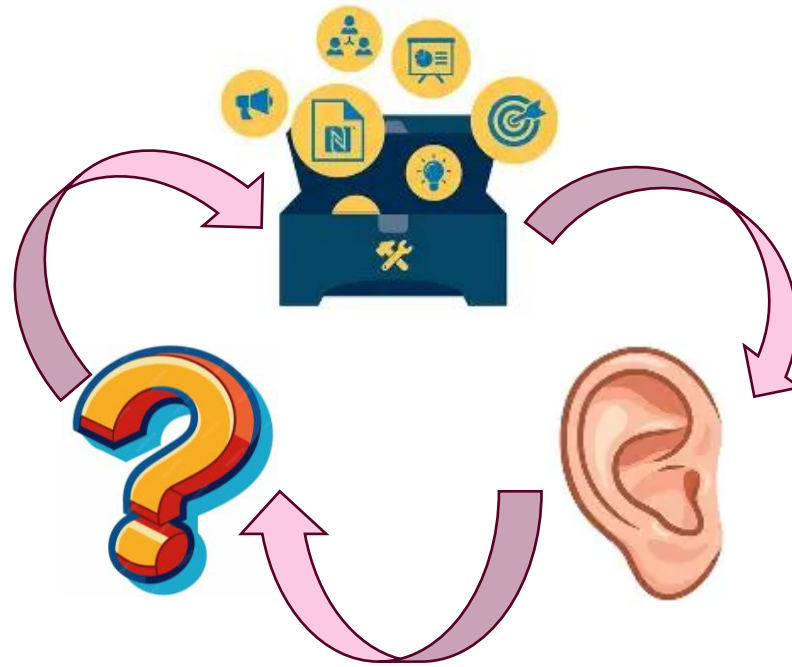


Create psychological safety:

- Contracting
- Rapport



Clarify Goals



Coaching “dance”:

- Toolkit of models
- Powerful Questions
- Active Listening



Set an Action Plan:

- SMART



A

"People are naturally creative, resourceful and whole." — *Co-Active Coaching Model*

B

"It's not that you lack resources, it's that you lack resourcefulness." Tony Robbins

C

"As coaches, we equip people to be in touch with their best selves." — *Clyde Lowstuter*

D

"To tell denials or negates another's intelligence, to ask honours it". Sir John Whitmore



Now you know what
it is.

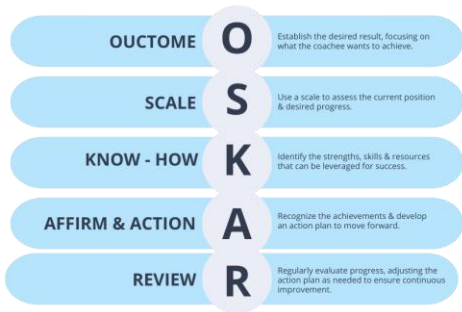
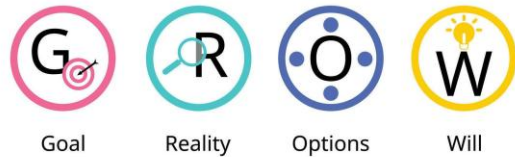
What qualities and
skills do you think a
good coach would
have?



Some coaching tools and theories

Goal setting

The GROW Model



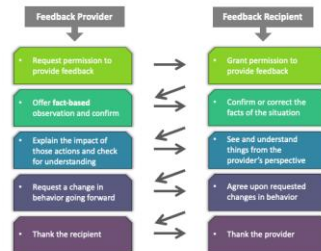
shiftbase

Reflection & feedback

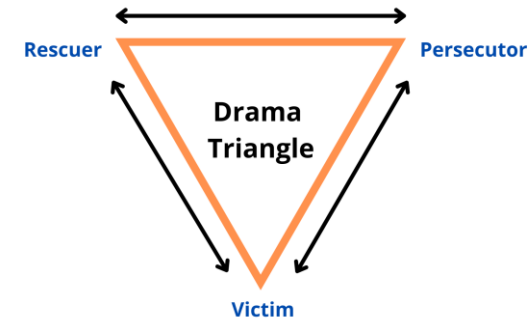


FEEDBACK MODEL

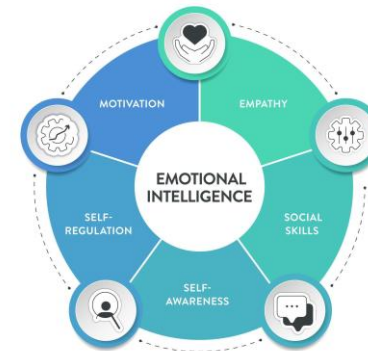
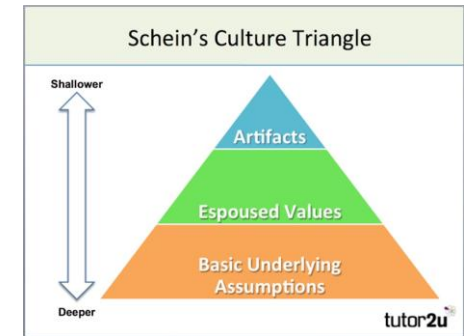
The Core Feedback Model



Relatedness



Leadership & Culture



Open Questions

- How
- If
- What
- Why*
- Tell me more about...**

Issue: “I just never seem to have enough time to do all my admin at the end of the day.”

Mentoring

“When I was in my first year, I struggled with time management too. You’re probably procrastinating like I was. I’ll send you the timetable I used because that fixed it for me.”

Coaching

- “What is your approach to your daily admin at the moment?”
- “Why do you do it that way?” OR “What’s the thinking behind X then Y?”
- “If you could not do A, how might that change B?”
- “What have you not tried yet?”

Research- Backed Professional Development

The Education Policy Institute found that high-quality professional development programmes, including coaching, offer exceptional value for money with extraordinary long-term returns through improved teaching quality and student outcomes.

Improves wellbeing, retention, effectiveness and relatedness.

Closely supports diversity and inclusion efforts for staff development.

Where do you think
these skills could be
useful in your
setting?



Our programme

Module 1 & 2

The principles of good coaching

- Contracting
- Psychological perspectives
- Emotional intelligence
- Coaching ethics and guidelines

Modules 3-6

Undertaking coaching

- Coaching models
- Stakeholder management
- Rapport Building
- Listening and questioning

Module 7 & 8

Reflecting and Professional Development

- Reflection
- Self- evaluation
- CPD

Practicalities

- ✓ Monthly virtual classroom (interactive, scenarios, coaching practice)
- ✓ Asynchronous online learning
- ✓ A personal tutor – monthly meetings
- ✓ Access to additional workshops (wider reading, CPD, career progression)
- ✓ Fully inclusive support

Assessment and Qualifications


Level 5 Coaching Professional	ILM Level 5 certificate in effective coaching and mentoring
<ul style="list-style-type: none">• Interview based on a portfolio of evidence• 2x Observation + Questions• Knowledge check (40 multiple choice questions)	<ul style="list-style-type: none">• 4-5,500-word essay on coaching principles• A portfolio of evidence• A 3,000-word reflective journal

Next Steps

Apply through our website

Applications take approximately 15 minutes

Apply Now
Deadline: June 28



We secure funding & contact your employer

- BPN assess eligibility and then call your employer to confirm support and funding route
- Enrolment call with apprenticeship advisor to discuss programme requirements

Start in September

- First Day of Learning webinar - apprentices are inducted on to the programme by an Apprenticeship Tutor
- Graduate in June 2027!

Questions

Apply Now
Deadline June 28



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