

# Coaching in schools: A Teacher Guide

## What is Coaching?

*“Supporting someone to come to their own decision or action by asking effective questions.”*

Coaches guide and encourage students to develop key skills, but it is crucial that the student takes ownership of their own journey, driving their personal development forward and reflecting on their progress.

It's a transformative approach with young people because it develops agency and ownership, independent thinking and responsibility.

## How can I incorporate Coaching in my school?

A Coach's role is to guide, encourage and importantly, allow the student to take ownership of their personal development journey. Therefore, all you need to do is establish a safe and positive environment in which students can reflect on their personal development. Here are some ideas to get your started:

- Introduce the 4 Yes Futures Talents to students, giving them the opportunity to explore what each Talent means to them (definition cards and prompt words can help them articulate this):

Confidence

Communication

Resilience

Self-awareness

- Encourage them to consider their own progress in each talent area (strengths and weaknesses). Ask them to use real life examples to support their opinions (e.g *I felt confident when I took my French test last week because I'd spent a lot of time revising. I wasn't very resilient in PE because I gave up on the cross country*).
- Encourage the students to set themselves a goal. Ask them to consider how they can achieve it and guide them towards the SMART principles (SMART = Specific, Measurable, Achievable, Realistic, Time bound). The goal should be specific to them and achievable in their circumstances.
- Make it clear that they are responsible for setting and achieving their goal. Ensure they record it somewhere.
- Let the students know when they will be asked to review their goal and introduce our STAR review system:

S: Situation – where and when was this example?

T:Task – what did you have to do? What was your role in the situation?

A: Action – what did you do? How did this action demonstrated the Talent area?

R: Result – what happened? What did you accomplish and/or learn? How did you feel?

## How can I support students once they've set their goal?

Although it's important that the students take ownership of their goal, your support will significantly increase the progress they will make.

### **Top Tips for supporting students to self-coach**

- ✓ Regularly check-in with students' progress.
- ✓ Encourage students to record their progress.
- ✓ Continue to use the language of confidence, resilience, communication and self-awareness.
- ✓ Support students to develop their example giving by asking them to develop their examples and link this to the skills they have been using.
- ✓ Ask students general coaching questions such as:
  - What are your three main strengths?
  - Tell me about a time that you've demonstrated resilience/confidence/self-awareness in the last week...
  - How has your approach to your personal skill development changed?
  - What do you wish you had more time to do?
  - What goals do you have for the next week?
  - What barriers are you facing in achieving your goals? How can you overcome them?
  - How can I best support you?