

# CSL Coaching

## Developing the Principal, Developing the Team



PRINCIPALS AND DEPUTY PRINCIPALS' ASSOCIATION  
*CUMANN PRÍOMHOIDÍ AGUS PRÍOMHOIDÍ TÁNAISTEACHA*



# The Impact of the allocation of additional Deputy Principals in larger schools

-emerging themes from CSL Research

## Positive

- Personal and Professional Benefits for both P & DP
- Leading Learning and Teaching prioritised
- Consultation with School Community
- Engagement with LAOS

## Constructive

- Development of Leadership Capacity
- Professional Learning for Senior Leadership Team
- Maximise Sustainability
- Deputy Principal development

# CSL Opportunities for Leadership Development



CSL Coaching for Principals



CSL Team Coaching for in-school  
leadership teams



CSL Mentoring for principals



CSL Bespoke Mentoring for principals

# Coaching & Team Coaching

- “I have found the opportunity to reflect and develop my practice and my leadership skills invaluable. It has changed my approach to principalship, it has changed my teaching and has also brought calmness to other areas of my life.”
- “I have found it to be a hugely supportive programme that has given me the space and in some ways the permission, to pause and reflect on my role and through that, to perform closer to my optimum for the benefit of the children and staff in my school.”
- “Coaching is such a useful leadership tool. I have made changes to my own practice and am seeing the results. I hope to build a coaching culture in our school next year.”

PROFESSIONAL  
COACHING  
SERVICE FOR  
SENIOR SCHOOL  
LEADERS



DE Funded Service Available to Principals  
in DE Recognised Schools





Developing  
People,  
Developing  
Teams.

## COACHING CAN HELP YOU TO:

Provide better learning  
experiences and outcomes for  
your students

Develop and empower your  
team

Build a coaching culture in  
your school

Create headspace for yourself

Have the difficult/honest  
conversations

Renew your enthusiasm for  
your job

# How does the coaching service work?

- Free 1 to 1 coaching for Senior School Leaders in DE recognised schools with 300 spaces annually.
- 58 professional coaches
- In 6 regions countrywide
- Senior School Leaders can avail of a chemistry check prior to commencing
- 7 coaching meetings over a one-year period
- Meetings held in an agreed location
- Opportunity to engage in Team Coaching for School Leadership Teams following 4 individual coaching sessions for principal

# How Does Team Coaching Work?

Principal engages in individual coaching for 4 sessions.

Team coaching becomes available to DP and MLT. A preliminary session takes place with coach/team.

The school leadership team engages in four 2 hour sessions with professional coach.

# Impact of Coaching

Developing self-awareness

Building productive professional relationships.

Gaining a greater sense of life work balance

Time and space to hear your own voice and gain perspective

Self-belief and confidence

Greater focus on wellbeing and physical health

Reduced sense of isolation for school leaders

Improved work-life balance

Increased level of self-confidence in their leadership role.

Improved ability for developing staff within their schools, managing difficult issues, and improving working relationships

Enhanced capacity for problem-solving, strategic thinking and the need to cope with continuing demands of the job, including emergency management





Lárionad  
Ceannaireachta Scoile

**CSL**

Centre for  
School Leadership

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