



Coach Competences and Standards in Academies and Schools

Accreditation Requirements: Master Coach Level

- Attendance at a Coach Accreditation Training workshop** (c. 90 mins, online or in person) to explain, illustrate, and build understanding of the 3 levels of coach competence and the evidence needed to apply for accreditation.
- Registration and active participation in one of the 3 coaching programmes**

At Master Coach level successful accreditation comprises extensive personal learning about coaching principles and practice, and involves consistent application of coaching skills and learning over a significant period of time. Master coaches have reliable evidence of high levels of coaching skills, and help to lead the development of effective coaching in the academy/school community.

To gain accreditation at Master Coach level each applicant will:

- Show that they have undertaken rigorous self-reflection to identify their own priorities for growth and development. Provide evidence of championing and leading the systematic development of coaching skills and attitudes, and as a pedagogy in their organisation.
- Have records to demonstrate a minimum of 18 coaching sessions, with a minimum of two coachees, and will include evidence of being a mentor-coach in their setting.
- Have engaged in additional online learning and relevant independent study.
- Be able to demonstrate understanding of/or practice of relevant coaching models, such as -
 - Lesson Study based coaching; Performance coaching (Carol Wilson); Instructional coaching (Jim Knight); GROW (John Whitmore); Situational Leadership based coaching (Ken Blanchard.)
- Experience at least one observed 1-1 coaching session with a follow up coaching conversation with a suitably qualified external coach.
- Use the text boxes below, using a minimum of 1600 words, to provide reflective evidence of your coaching competencies at Master Coach level:
 - Coaching Principles
 - Active and Reflective Listening
 - Reality Checking
 - Ideas into action ('Praxis')
 - Partnership
 - Mindset and
 - Feedback skills



- ❑ Undertake a viva of 60 minutes with a representative of Leadership Edge, including a client scenario where the applicant can demonstrate their competence, and discussion of how they can continue to develop going forward.

Successful accreditation will be evidence based. The following sources of evidence are suggested:

1. **Written reflection** on learning from training courses, independent learning, reading, conferences, & workshops. A suggested template for such reflection is provided.
2. **Self evaluation** using our description of coaching standards – with evidence to support key strengths identified.
3. **Testimonials** from coaching clients
4. **Coaching Supervision** to review the validity and reliability of self assessment and to reflect on practice and learning
5. **Training and Leadership** – a demonstrated willingness and ability to effectively train others in coaching principles, mind-set and skills, and leadership by example. In the case of a masterful coach this would be over a sustained period of time.

Submitting the Accreditation:

The written evidence will be submitted *on the templates provided*. The learning and practice should cover at least one academic year at Master level (to include a Viva as part of the reflective final submission). Prior learning will be taken into account.

A school coach at Practitioner level can top up to become a Master coach with evidence of additional learning, coaching practice and testimonials.