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Learning MATTERS

Chit Chat Discussion Sheet

Dr Daryl Michel – Coaching Culture: Trust, Leadership & Impact

Welcome to the Chit Chat between Carla McNeil of Learning MATTERS, and Dr Daryl Michel. During this Chit Chat, Carla and Dr Michel explored the essential elements of an effective coaching culture in schools, emphasising the importance of trust, leadership, and system-wide commitment. He highlighted how evidence-based coaching, when embedded into a school's culture, can elevate teaching practices and drive meaningful student outcomes.

We encourage you to listen to the Chit Chat (49 minutes) with your colleagues, team and/or staff, and consider the following questions and discussion points along the way. We hope this helps to cause some robust conversations, build shared understandings and offers an opportunity for reflection.

You may wish to use the strategy of **READ** (*this discussion doc*) → **LISTEN** (*listen to the Chit Chat*) → **CHAT** (*with your colleagues*), sharing your thoughts, learnings and reflections.

- Dr Michel talked about creating conditions for coaching, what was he referring to and what does this mean for you in your practice?
- Four elements were discussed in terms of high-quality coaching. What were these?
- How do you determine who your coaches will be? What factors did Dr Michel suggest we consider when selecting our coaches?
- Dr Michel shared three examples of coaching implementation in districts he works alongside in the USA. What were your key takeaways and what might you consider when introducing or refining coaching systems and processes in your school or Kahui Ako?
- A series of questions were given to guide leaders with their development and or creation of a coaching system. These included;
 - What are we hoping to achieve?
 - How will we develop individuals?
 - How will we get people interested?
 - How might we redesign structures?
 - Where are we at with creating readiness?
- Four key steps were given for leaders to consider as they implement and lead through change. What were these and what might you consider in your setting?

We hope you found the Chit Chat thought-provoking and a good opportunity to reflect on your practice. Perhaps you have begun your journey into Structured Literacy and the Science of Reading and there was a lot of affirmation, or perhaps this is your starting point. Either way, you are on your way. We wish you all the best as you too work to make a greater evidence-based shift in your setting.

- Do you have more to learn? What will you do now? What do you think are the next steps for your school?
 - Build more knowledge?
 - Improve teaching practice?
 - Consider resourcing?
 - Build consistency across classrooms?



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