

Executive Coaching

Professional Learning

Texas Strategic Leadership

September 13, 2024

Strategic Planning Pathway

Cross Cohort Collaboration



Materials Site:

r16.us/TSLEC

Dropdown:

Sep. 13, 2024 - Executive Coaching: Cross Cohort Collaboration - Strategic Planning Pathway

Executive Coaching is...

the manifestation of ***servant leadership*** as one seeks to draw out, inspire, and develop the best and highest within people from the ***inside out*** .



The purposes of a person's heart are deep waters, but one who has insight draws them out.



**TEXAS
STRATEGIC
LEADERSHIP**

ESC TSL Teams will coach superintendents and leadership teams through key milestones aligned to key decision-making time periods



- Launch Steering Committee
- Conduct Landscape Analysis

- Draft Envisioned Student Experience
- Draft Student Outcomes Goals
- Determine Strategic Priorities and Aligned Initiatives
- Attend Learning Lab Experience

- Create "Strategy on a Page"
- Align Resources and Systems to Strategic Plan
- Create Measurement Plan
- Create Implementation Plan

BE an Executive Coach

Learning Objectives

By the end of this session, I will:

- **Understand** “CRAFT” as a possible methodology for coaching conversations involving data.
- **Be able to** practice a Reflective Coaching Conversation.

in order to...

KNOW

- The qualities, characteristics, and skillset of effective Executive Coaches

DO

- Executive Coaching at the most effective level possible

BE

- Servant Leader
- Avid Learner
- High Expectations Standard Bearer
- Connector and Partner

CRAFT as a Coaching Methodology

C

Consider the Data

What key points stand out to you in this data?

What are the most significant trends or insights?

Additional Coaching Questions:

R

Reflect on Implications

What might the data suggest about your current approach?

How do these insights align with your goals or expectations?

Additional Coaching Questions:

A

Analyze Priorities

What areas might need your immediate attention?

Where might you make the most impact based on this information?

Additional Coaching Questions:

F

Formulate a Plan

What steps might you take to address these priorities?

How might you structure your approach to ensure success?

Additional Coaching Questions:

T

Take Action

What will be your first move?

How might you measure your progress and stay accountable?

Additional Coaching Questions:

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PMDSs: Your Turn

Coaching Scenario:

PMDS, you have presented the data story to the Steering Committee, allowing them to individually chart STRENGTHS & OPPORTUNITIES for GROWTH that they notice along the way.

Using CRAFT, coach the Steering Committee through the next steps.

Breakout Rooms:

8 min total; PMDS - Coach; One-Observer: Others - SteerCo

2 min - Set Up

4 min - Coaching

2 min - Reflection

Back to Whole Group Reflection - Be prepared to share.



The IDEAL Clients—
The Whole SteerCo



Whole Group Reflection



PMDSs: Your Turn - Round 2

Coaching Scenario:

PMDS, you have received a call from a campus principal who is concerned about the data story since his campus is higher performing than other campuses.

Using CRAFT as a starting point, coach the principal with a focus on a shift to district-level systems.

Breakout Rooms:

8 min total; PMDS - Coach; One-Principal: Others - Observers

2 min - Set Up

4 min - Coaching

2 min - Reflection

Back to Whole Group Reflection - Be prepared to share.

**The Concerned Client
(It's a fake smile)– Campus
Principal**



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Whole Group Reflection



Impact Insights

ELEVATE YOUR IMPACT



Hone Your CRAFT



The potential of true mastery awaits.

"Hone your craft."

As I hear that phrase, it immediately brings to mind an insightful combination of humility, perseverance, authenticity, refinement, and pressing into perfection.

I paused to learn more...

Hone – to smooth or sharpen (a blade); to refine or perfect something over a period of time.

Craft – an activity involving skill.

Executive Coaching

*A **good** coach can change a moment.
A **great** coach can change a life.*





Thank you!