
RESULTS Coaching: The New Essential for School Leaders

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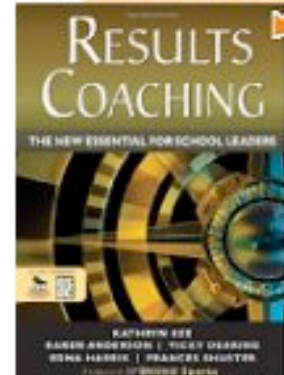
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Pedagogical Knowledge: Books

DESCRIPTION

RESULTS Coaching: The New Essential for School Leaders, by Kathryn Kee, Karen Anderson, Vicky Dearing, Edna Harris, and Frances Shuster, supports coaching as the new essential that holds promise to transform leaders in powerful and essential ways. As described in this book, RESULTS coaching requires a substantial change in the thinking and practice of many educational leaders. Coaching respects the knowledge and skills of teachers and honors their ability to think and problem solve. Powerful coaching skills are essential to transforming individuals, schools, and organizations. RESULTS Coaching guides the leader through conversations that dramatically impact results and outcomes while building trust and relationships. RESULTS is a mnemonic that stands for:



- Resolve to change results
- Establish goal clarity
- Seek integrity
- Unveil multiple pathways
- Leverage options
- Take action
- Seize success

RESULTS coaching:

- Is the navigation system for solution finding
- Creates new pathways in the brain
- Teaches the power of clear and established standards
- Teaches language that builds trust, confidence, and competence
- Models thinking that moves people to action
- Focuses on goal clarity
- Slows us down to allow the brain to speed up
- Promotes discovery and recognition of the brilliance within each of us

STAGE 3 LEADERSHIP DEVELOPMENT

RESULTS Coaching: The New Essential for School Leaders, by Kathryn Kee, Karen Anderson, Vicky Dearing, Edna Harris, and Frances Shuster, supports stage 3 development of leaders interested in advocating and systematizing leadership skills of those they lead. Stage 3 leaders will find this book a valuable resource. Chapter 7, “RESULTS Coaching Plan of Action,” provides a roadmap for using the structure described in the book as a professional learning tool to coach others to increase their own solution-finding abilities. In addition, the RESULTS model can be taught to specialists in the role of coaching to assist them in the development of their own RESULTS plan.

Chapter 7 provides a case of a leader, Camille, working through the RESULTS plan to develop a team that works together to develop plans and solutions that everyone can support. Chapter 7 provides a framework for working together with specialists to explore a strategy for using effective coaching techniques to get results. Throughout Chapter 7, references are made to earlier chapters in the book that describe skills and knowledge necessary for effective coaching. Coaches will benefit from reading about the topics in chapters 1-6 including:

1. The Cognitive Shift
2. Intention
3. Standards and Expectations
4. Language
5. Communication
6. Conversation Tools

Within chapter 7, facilitators will find suggestions for activities to use including reflection prompts. Additional resources found in Resource C include three self-assessment checklists that may be useful with specialists in developing goals for improving coaching skills including communication, intention, and listening.