

COACH MATCHING PROCESS

Role of the coaches

Like you, our four coaches have committed to participate in the Academy for the entire year - from March 2018 – May 2019. They will participate in pre-meeting orientations and post-meeting debriefs and will provide Academy staff with feedback and input to inform curriculum and program development.

More importantly they will be focused on you! They will each attend all of the in-person Academy sessions and at each meeting there will be extended time dedicated to consultation with your coach. In addition, coaches will communicate with you at least once a month between the face-to-face meetings.

The coaching relationship is designed to support CEELO Fellows and help them shape the design, implementation, and results of their job embedded project and to be intentional in practicing the skills and competencies they are learning. Throughout the year they will consult with you individually. During meetings they will also observe and listen - both to the content delivered at each session and to the Fellows' questions and interactions. We have no doubt they will provide you with actionable feedback and we anticipate the coaching relationship will be a centerpiece of your growth and development throughout the year.

Meet the Coaches

We are thrilled that all four of the coaches, Rolf Grafwallner, Jim Lesko, Penny Milburn and Jim Squires have agreed to join the Academy again this year. You will find short bios for all four of them on the 2018-19 Academy website at: <http://ceelo.org/2018-19-leadership-academy-cohort-4-2/> under the coaches tab.

Your coaches are universally known and highly regarded in the field of early childhood education. All have impressive career experiences, including within a branch of state government. All have exercised leadership in our field, where they have garnered content knowledge in policy, advocacy, child development research, and early childhood systems

initiatives. They have a track record in leadership development in our field and their disposition toward supporting and helping others grow.

In short, all four of our coaches are fantastic! We will be matching you with two suggestions based on your background and experiences and theirs. Essentially, we feel you can't go wrong. However, because coaching is such an important component and benefit of the Academy, we do want you to carefully consider this in preparing for and making your decision following your two interviews. We also want to note that you will have significant access to all the coaches during each of the four in person meetings.

For now, we ask that you consider what you hope to get from the coaching experience and take a look at the coaches' short bios. We ask that you conduct phone interviews with both recommended coaches between now and the next 2-weeks. We suggest you make appointments quickly with both of your contacts, requesting a 30-minute interview.

Once you have conducted the interviews and given full consideration to your two options, please convey your ranked preference to Tracy Jost @ tracyjost@comcast.net by COB on April 18, 2018. The CEELO Leadership Academy Team will review choices provided by the fellows and make final coach-fellow match decisions by April 20, 2018.

Some short, suggested prompts and considerations for your coach interviews -

Before the call:

- Define your goals for coaching. What is the end result you'd like to reach through this coaching experience?
- Think about your expected needs: What kind of coaching partnership would best support your development as an SEA /ELA leader?

Some things you might ask during your call:

- What coaching competencies do you think you have to offer?
- What do you consider your most valued areas of expertise for our coaching relationship?
- How do you think you'll be able to support me in refining and implementing my job-embedded project?

After the call:

- Did the coach seem to listen and understand me?
- How was the energy on the call?
- Do I feel inspired by this coach's approach?
- Did I feel a warm rapport and connection with this coach?