



**LEADERSHIP ACADEMY 5 (MARCH - SEPTEMBER 2019)
COACH MATCHING PROCESS FOR FELLOWS**

Role of the coaches

CEELO's Leadership Academy (LA) coaches have committed to participate in the Academy for the entire year - from March 2019 – September 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 to introduce you to the coaches, Deborah Adams, Penny Milburn, Jim Squires and Trayce Strichik will serve as LA coaches this year. You will find short bios on the LA website under the coaches tab.

Your coaches are experienced state early childhood education agency staff 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!

Coach Assignment

The LA implementers (Tracy, Jana and Lori) will make the coach-fellow assignments based on your goals for coaching, and other factors. We ask that you consider what you hope to get from the coaching experience and take a look at their four short bios. By Monday, March 25, please cc: to Jana and Lori (jmartella@edc.org, ltadros@nieer.org) your reflections on your coaching goals and preferences.

Please respond to the following (briefly) in a short word document:

- Any experiences you have had with a “professional coach”. What worked and what didn’t to make this experience rewarding.
- 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?
- Reflections or insights on the types of communication and relationship styles that best support you in deepening your understanding of your self, and perhaps even pushing you to expand your thinking or behavior.