



# CoachED UPDATE

## DECEMBER 2023

Enhancing the quality of conversations in education communities

### END OF YEAR MESSAGE

Dear GCI Subscribers,

As we enter December, the holiday season beckons and educators around the world look forward to a well-earned and much needed break from the cognitive and physical demands of leading learning. We are grateful for everything you do and we sincerely hope that you can look back on the year past and find many sources of joy and satisfaction.

We are ever grateful for your support of our work at GCI as we strive to enhance the quality of conversations in education communities.

As we round out our 21st year, I would like to share some GCI highlights and milestones from 2023...

We continue to be **active contributors** to the field:

- The [Coaching in Education Podcast](#) series hosted by our UK Senior Consultant Richard Reid goes from strength to strength. We are extremely grateful to many of you for giving your time to be guests and to share your stories so candidly for the benefit of others.
- Our monthly [CoachED Update](#) newsletter has had a wider range of contributors, topics and free resources in 2023. Please let us know if there's something you'd like more of.
- Now twice-yearly, our [GCI Insights](#) digital magazine returned with two exceptional editions.

Watch this space for our [Curious Convos](#) webinar series returning in 2024!

Key milestones included:

- Our 2nd online Coaching in Education Conference in March was a great, success consolidating our ability to deliver large-scale events in the online environment.  
Watch this space for details of the 9th Coaching in Education Conference returning in person in 2025!
- Our new [Coaching in Leadership](#) course was launched in 2023 with excellent feedback from participants, and in 2024 our open-enrolment cohorts will be offered across Australia in partnership with the [Australian Council for Educational Leaders](#) (ACEL).
- Our good friend and partner, Dr Jim Knight returned to Australia for the first time in more than 3 years to deliver **The Instructional Coaching Institute** hosted by the Victorian Academy of Teaching and Leadership in Melbourne.

Alongside these highlights, our **coaching team** provided 1:1 coaching for NSW Government school Principals on a pilot leadership development project and we continued to provide coaching and training services on a range of [Victorian Academy of Teaching and Leadership](#) programs.

GCI leaders also delivered **presentations and workshops** at a range of national and international education **conferences** in 2023:



To top off our positives for the year, our Founding Director John Campbell and I recently had the great pleasure of visiting our partners in **New Zealand** to celebrate **10 years of partnership** that has brought our courses to NZ educators. We are grateful for our partnership with [The Education Group](#) and for the rich learning and contribution to our work that comes from our collaborative relationship.

Once again, thank you for your support this year, and we look forward to partnering with you in 2024. We wish you all a restful and rejuvenating holiday season and a hope-filled New Year.

With our best wishes on behalf of the whole GCI team,

Chris Munro  
Executive Director



## THE IMPACT CYCLE IN ACTION

Real coaches, real teachers and real classrooms = real coaching

This is the **only** coaching course where you can experience the reality of coaching in a **real school environment**. The instructional coaching course is delivered by Growth Coaching International (GCI) under our partnership agreement with Instructional Coaching Group (ICG), in collaboration with *The Crowther Centre for Applied Educational Research* at Brighton Grammar.

This **practical course** is designed for leaders, teachers, and instructional coaches who want to explore The Impact Cycle and see it in action over the course of three days. Each day will incorporate a variety of classroom visits, coaching demonstrations, coaching practice, strategies to implement coaching and 'Ask Me Anything' sessions with current instructional coaches and leaders.

**When:** 20 - 22 March 2024

**Where:** The Crowther Centre for Applied Educational Research, Brighton Grammar School VIC

[FIND OUT MORE & REGISTER](#)



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## Resources



### JUSTINE SMYTH - DEVELOPING COACHING IN A SCHOOL



In this latest episode of our 'stories from the field' series, my guest conquers a whole new level of challenge when developing coaching in a school. To date, most of my guests have shared their experiences within one specific setting – a primary school, a post primary school, a state school, or a private school and maybe even an international school amongst others, but no-one has yet to share a story of developing a coaching culture in three separate schools – at the same time.

Join me in conversation with Justine Smyth. Justine is currently an executive principal working with the Victorian Academy of Teaching and Leadership based in Melbourne Australia. Just a few years ago Justine was tasked with the formidable challenge of amalgamating no less than three neighbouring primary schools and settling them into a brand new build. Change management guru John Kotter states – "In its most basic sense, leadership is about mobilising a group of people to jump into a better future."

In this episode Justine is going to share with us how she mobilised three separate groups into one better future that paid respect to all three schools.

Episode out soon! Watch this space.

**Richard Reid, Podcast Host.**

You can subscribe to our podcast via [Apple Podcasts](#) and [Spotify](#). All of our episodes are available on our [website](#).

### COGNITIVE DISSONANCE, SCALING AND THE COACHING CONVERSATION

Written by John Campbell.

At the core of cognitive dissonance is the concept of discrepancy. The gap between the desired state, the current state and the psychological discomfort from that discrepancy arouses the desire to maintain a sense of homeostasis leading to attempts to alleviate or remove the discomfort. Dissonance theory proposes (Strong and Fernandez, 2008) that the move to alleviate this psychological discomfort is undertaken in several main ways...

[Read the full article here](#)

## Upcoming Courses



### UPCOMING COURSES

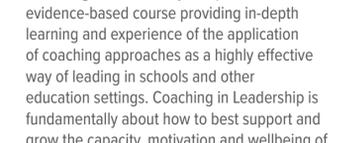


### COACHING ACCREDITATION PROGRAM

Our flagship coach training course with Prof. Christian van Nieuwerburgh, delivered fully ONLINE over 6 months with a GLOBAL cohort and a pathway to individual European Mentoring and Coaching Council (EMCC) credentials. Our next cohort commences in February 2024.

[Click here to secure your place now](#)

### COACHING IN LEADERSHIP



We are delighted to partner with ACEL to bring the Coaching in Leadership course to educators across Australia in 2024.

**Coaching in Leadership** is a practical evidence-based course providing a rich learning and experience of the application of coaching approaches as a highly effective way of leading in schools and other education settings. Coaching in Leadership is fundamentally about how to best support and grow the capacity, motivation and wellbeing of others through more intentional conversations that lead to better relationships and, ultimately, better outcomes for students.

Be sure to **click on the dates** to visit the registration pages!



Visit the above video to view our [Coaching in Leadership - Course Overview](#)

#### UPCOMING COHORTS:

2 x 2 Day Cohorts - commencement dates below

**Melbourne** - 28th February 2024

**Brisbane** - 4th March 2024

**Sydney** - 6th March 2024

**Perth** - 16th May 2024

**Hobart** - 29th May 2024

### THE IMPACT CYCLE

The **Impact Cycle** course is delivered by GCI under our partnership with Instructional Coaching Group, this course aims to support educators in establishing instructional coaching cycles that lead to improved teaching and student learning. The course is for anyone who works alongside teachers to help them develop their practice.

Be sure to **click on the dates** to visit the registration pages!

*"Thank you so much for an amazing 2 days. Thank you for your care and authenticity. I have learnt so much and feel much more confident as a leader and to begin engaging in the coaching process with my peers."*

**Sanja Ivetić, River Gum Primary School, VIC**

#### UPCOMING COHORTS:

**Melbourne** - 26th & 27th February 2024

**Perth** - 29th February & 1st March 2024

**Brisbane** - 18th & 19th March 2024

**Sydney** - 15th & 16th May 2024

### INTRODUCTION TO LEADERSHIP COACHING

The **Introduction to Leadership Coaching** course provides an exceptional entry level to coaching in education. It's the course for leaders and teams wanting to amplify and cascade a positive, strengths-based, student-centred learning culture at every level in their school or educational organisation. Not through just one conversation at a time, but many conversations at a time. Conversations that inspire joy, teamwork, purpose and self-belief.

Be sure to **click on the dates** to visit the registration pages!

*"Thank you - I learned so much. This course has been life-changing in terms of my professional life. I wish I had done it years ago. It should be mandatory for all emerging leaders."*

**Lisa Wilson, ACT Education Directorate**

#### UPCOMING COHORTS:

**Online Intensive** - 16th to 18th January 2024

**Sydney** - 20th & 21st February 2024

**Melbourne** - 21st & 22nd February 2024

**Perth** - 14th & 15th March 2024

**Hobart** - 15th & 16th May 2024

**New Zealand** - Multiple cohorts

### PEER COACHING - ENHANCING TEACHING PRACTICE

**Peer Coaching** is designed to help teachers engage in rigorous, collaborative conversations that utilise the power of video. Developed jointly with the Instructional Coaching Group, this course introduces a reciprocal collaborative cycle of coaching conversations that are based on the principles of partnership and trust. Classroom video is used to enhance the process by helping teachers to identify and monitor progress towards student-centred professional learning goals.

**We can come to you to deliver this course in-house**

[Contact us today](#) for a discussion on how we can bring this course to your school.

**FIND ALL OTHER OPEN-ENROLMENT COURSES ON OFFER BY CLICKING HERE**

## NOVEMBER 2023 GCI INSIGHTS

Enhancing the quality of conversations in education communities

**Our latest issue of GCI Insights is out now!**

This November 2023 issue of GCI Insights is our biggest issue yet! Featuring over 30 pages of thought provoking articles from a wide variety of voices in our education space.

As in previous issues, our latest Insights has been created as an interactive Flipping Book, featuring video interviews with leaders in the field and links to other useful resources for coaching in education.

We hope you enjoy this issue of GCI Insights as a companion to your coaching journey.

[Click here to read our latest GCI Insights](#)



## Complimentary Professional Learning

Our latest issue of GCI Insights is out now!