

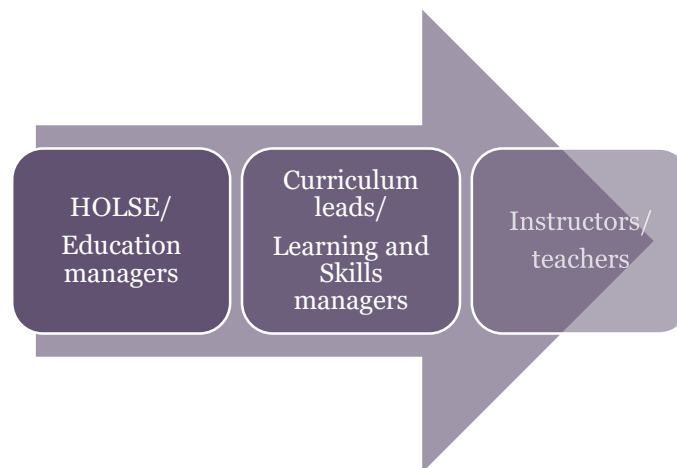
The Education & Training Foundation

Teaching and Learning Coaching CPD Pack for Offender Learning

Why?

Coaching approaches have been shown to be a very effective way of developing staff and are mentioned in Ofsted's examples of good practice. The Teaching and Learning Coaching CPD Pack for Offender Learning has been produced in response to sector demand and has materials to introduce coaching within a prison in order to help develop teaching and learning. The materials are based on the Advanced Teaching and Learning Programme developed by the Learning and Skills Improvement Service and have been adapted for use in the secure estate by the Education and Training Foundation.

This coaching model for prisons, where the Education managers/HOLSE set organisational priorities and co-ordinate (and arrange training for) their Curriculum Leads/Learning and Skills managers to coach instructors/teachers to develop their skills, has been piloted with staff from HMP Littlehey and their regional manager. The pilot had immediate impact with the development of an integrated learner journey with associated policies and procedures which it is hoped will be rolled out across the East of England resettlement prisons.



All the participants said they would recommend the sessions to a colleague.

Helped focus on why we deliver the way we do and consider what factors we can/can't influence.

Ability to practice coaching skills in a safe environment.

A good session looking at coaching, the basic theories and how/why utilised.

What?

Session title	Learning outcomes	Audience
1. Supporting whole organisational improvement in teaching and learning through coaching Session 1 pack – Word www.excellencegateway.org.uk/content/etf2033 Session 1 pack – PDF www.excellencegateway.org.uk/content/etf2037	a. Become familiar with the aims and principles of a coaching approach to staff development. b. Identify how coaching can support the development of high quality teaching/training and learning. c. Explore and identify your priorities and development needs.	<ul style="list-style-type: none"> • Education managers • HOLSE
2. Principles and practice of coaching to improve teaching and learning Session 2 pack – Word www.excellencegateway.org.uk/content/etf2035 Session 2 pack – PDF www.excellencegateway.org.uk/content/etf2040	a. Understand the main aspects of the coaching to improve teaching and learning. b. Understand your own traits and behaviours and the likely impact on others. c. Develop your skills in using coaching techniques.	<ul style="list-style-type: none"> • Curriculum leads • Learning and skills managers
3. Enhancing coaching skills and techniques Session 3 pack – Word www.excellencegateway.org.uk/content/etf2036 Session 3 pack – PDF www.excellencegateway.org.uk/content/etf2039	a. Use a range of coaching skills with your colleagues. b. Apply the GROW coaching model to your own work situation. c. Develop further as a critical reflective practitioner.	<ul style="list-style-type: none"> • Curriculum leads • Learning and skills managers

The packs include:

- Session notes (Three sessions of 3 hours each)
- PPT slides
- Handouts, activity cards, information sheets

How?

If you would like one or more of the sessions delivered in your prison then contact the Leadership, Management and Governance team at the Education and Training Foundation by emailing leadership@etfoundation.org.uk.

Alternatively if you have a member of staff with experience of coaching then you may want to use the materials to deliver in-house. Follow the session title links to access the materials. If you do use the materials, we would be grateful for feedback.

Use to develop myself, my team and the overall effectiveness of the department

Will use coaching skills for appraisals.

Found the wheel of change activity useful because it demonstrated the breadth of change experience to staff.