



# MESPA Leadership Coaching Program

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challenges for  
educational leaders.”*

*National Policy Board for  
Educational Administration*

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## Why Leadership Coaching?

The purpose of the MESPA Leadership Coaching Program is to enhance the capacity of school leaders to guide and direct sustained improvement of teaching and learning and the conditions under which they occur.

School leaders benefit from job-embedded and customized coaching to reflect on and enhance their leadership practices. Coaching can help principals reduce what Pfeffer and Sutton (2000) call the “knowing-doing” gap and provides support for principals committed to continuous improvement and meaningful change.

Coaching is beneficial for all school leaders – not just those who are new or struggling. The MESPA Leadership Coaching program utilizes a “strength-based” model and a collaborative process that includes reflection and self-assessment.

Principals face increasingly complex expectations and challenges. The recently updated “Professional Standards for Educational Leaders” published by the National Policy Board for Educational Administration (2015) increases the number of standards for school leaders from six to ten. In explaining why these standards were updated so soon after the last version (2008), the report notes: “...*The world in which schools operate today is very different from the one of just a few years ago—and all signs point to more change ahead. The global economy is transforming jobs and the 21st century workplace for which schools prepare students...The conditions and characteristics of children, in terms of demographics, family structures and more, are changing...Schools are being subjected to increasingly competitive market pressures and held to higher levels of accountability for student achievement. Without question, such changes are creating myriad challenges for educational leaders.*”

## Why MESPA?

**Careful Matching Process:** MESPA will work with districts and individuals to facilitate a careful matching process between Coach and Principal, based on areas of expertise, goals and type of setting.

**Cohort of Experienced Coaches:** MESPA has been operating a small Leadership Coaching program since 2008. We have recently increased our cohort of coaches in order to expand our program.

**Trusted Resource:** As the long-time professional association for elementary principals, MESPA is seen by principals throughout Massachusetts as a trusted resource for school leaders.

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## What Leadership Coaching Includes:

A coach will meet with a principal face-to-face to develop a trusting, confidential relationship and will also be available to consult via phone or email. The coach will help the principal to:

- Assess current strengths and challenges by gathering and interpreting data to understand the unique needs of a particular school and/or school leader
- Determine areas of focus for their work together
- Develop a plan for addressing these focus areas
- Implement the plan and troubleshoot along the way
- Assess progress and determine next steps

## Leadership Coaching Develops Principals' Capacity To...

*per the NPBEA 2015 Standards (<http://tinyurl.com/npbea-standards>)*

1. Develop, advocate, and enact a shared mission, vision, and core values of high-quality education...
2. Act ethically and according to professional norms...
3. Strive for equity of educational opportunity and culturally responsive practices...
4. Develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment...
5. Cultivate an inclusive, caring, and supportive school community...
6. Develop the professional capacity and practice of school personnel...
7. Foster a professional community of teachers and other professional staff...
8. Engage families and the community in meaningful, reciprocal, and mutually beneficial ways...
9. Manage school operations and resources...
10. Act as agents of continuous improvement...

*...to promote each student's academic success and well-being.*

## Confidentiality

The relationship between the Coach and the Principal will be confidential in order to build trust and maximize the opportunity for success. The Coach can provide information to superintendents about goals, but will not provide information that will be used in the evaluation of the principal.

## Cost

MESPA suggests that districts contract the services of a leadership coach for a minimum of 20 hours, with 40 hours recommended. However, we will customize a program to meet the district and school's needs and budget. Please contact us for pricing.

## For More Information:

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## References

Anderson-Davis, Donna and Smith, Diane *Celebrate the Power of Coaching in Principal* (May/June 2016)

National Policy Board for Educational Administration *Professional Standards for Educational Leaders (2015)*  
<http://tinyurl.com/npbea-standards>

Pfeffer, Jeffrey and Sutton, Robert I. *The Knowing-Doing Gap: How Smart Companies Turn Knowledge into Action* (2000)