ABERDEENSHIRE

Coaching and Mentoring Framework

AIM
To develop a culture of continuous improvement in which coaching and mentoring supports the continuous professional development of teaching staff throughout their career enabling them to deliver a high quality education provision for all our young people.

RATIONALE
All staff are entitled to high quality support throughout their career to facilitate the continuous development of their professional skills, knowledge and expertise, enabling them to contribute fully to the effective development and delivery of high quality learning and teaching.

Coaching and Mentoring within Aberdeenshire will support:
- meeting individual development needs
- the development of distributive leadership capacity - enabling all staff to develop their leadership role within the context of their post
- the development of collegiality within establishments
- the achievement of national, local and school priorities

PRINCIPLES
- All staff have an entitlement to high quality coaching and mentoring to support their professional development
- Coaching and Mentoring will encompass a continuum of activities and it will incorporate formal and informal means of support
- Through self-evaluation and PDRS staff will identify their strengths and development needs. A CPD plan will document the details as to how these needs will be met, this may include coaching and mentoring
- Coaching is a collaborative process, a way of working that enables the coachee to learn and develop through self reflection and discussion
- Mentoring is a means of sharing knowledge, skills and experiences with others by someone who is usually more experienced and/or has specific expertise
- Coaching and Mentoring provide a CPD opportunity for coaches and mentors as well as the coachee and mentee
- All staff will have the opportunity to develop their coaching and mentoring expertise
- Coaches will be identified and appropriate professional development provided to ensure high quality coaching supports staff and develops a coaching culture
• Mentors will be identified and appropriate professional development provided to ensure high quality mentoring ensures staff overtake their identified needs.

• Coaching and Mentoring awareness raising will be provided for all staff and will include -
  - Purpose & Aims
  - Coaching - Solution focussed
  - Mentoring - Providing Skills, Knowledge, Expertise
  - Peer Mentoring
  - Role of Coach and Mentor
  - Role of Coachee and Mentee

• Strategies to monitor and evaluate the quality of provision are documented and implemented.