



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



Building Leadership Capacity in School Leadership Teams

CSL Team Coaching for School Leadership Teams

What is the CSL Coaching Service?

The Centre for School Leadership introduced one to one coaching in 2017 as a leadership tool to support school principals in Ireland. This support has now been further expanded to include other leaders in school communities so that the school leadership team can increase their ability to prioritise and enhance their capacity to work in a changing environment. This service will provide time and space for the senior and middle leadership team to reflect on their roles in a collaborative manner.

Team Coaching is a professional, coaching-based developmental approach which will enable school leadership teams to start their journey towards an empowered and team-led leadership model envisioned by the DES in Domain 4 of “Looking at our School 2016”.

Team Coaching is available to School Leadership Teams in Primary and Post-Primary Schools where the Principal has already completed a minimum of four sessions of one-to-one coaching through the current CSL School Principal Coaching Programme.

The CSL and the Department will be made aware of individual schools availing of Team Coaching. This service is not anonymous.

Confidentiality will apply to all discussions/communications between a team coach and school leadership team participants, and to any materials/instruments used in the context of the team coaching.

School Principals should contact their individual coach for further information.

Accessing CSL Team Coaching for School Leadership Teams

- The Principal and their individual coach, during their own coaching discussions, can explore team coaching and its relevance and appropriateness to the school.
- Principals who have received a minimum of four individual coaching sessions through the current CSL School Principal Programme can immediately avail of Team Coaching in their School.
- On confirmation of interest the Principal and their coach either work together on Team Coaching or work with an agreed nominated Team Coach from that Coaching provider’s CSL coaching panel.
- The Team Coach will facilitate a detailed exploration of the interest and priorities for Team Coaching with the School Principal and School Leadership Team. Team Coaching content will be customised to individual schools to best deliver on the identified priorities and support the building of the School Leadership Team capability.
- 4 x 2-hour Team Coaching sessions are available per school with a maximum of 6 participants from the School Leadership Team including the School Principal.
- It is anticipated that Team Coaching will be conducted over a maximum of 9 months.
- It is the responsibility of the individual school to provide a venue and any related costs must be borne by the school.