Candidate Testimonials

“
The best part of the program is the Leadership Coach because she always helped me with scenarios specific to my job. . .
-Yr. 2 Candidate

“
My coach provided another lens for me to think deeply about my work as a leader.
-Yr. 1 Candidate

“
I appreciate how the work we do is always relevant to what we are working on at our school site, it is definitely not busy work.
-Yr. 2 Candidate

Applications Available Online

www.lacoe.edu/Home/Credential Programs.aspx

Program Contact:
Kate Franceschini
Program Director
562.922.6730
franceschini_kate@lacoe.edu

Applications are processed in spring (March-May) of each year.

Los Angeles County Office of Education
Announces a Leadership Coach Opportunity For Retired Administrators

Clear Induction Administrative Services Program

Mission
Prepare educational leaders for the 21st century learning environments by challenging, stretching, and developing new administrators through a blended learning, job-embedded experience, supported by an accomplished leadership coach that guides candidates to achieve excellence.
**Coach Qualifications and Requirements**

- Successful experience in collaborative processes, supervision, and leadership.
- Current knowledge of:
  a) **content**
  b) **context** of public schooling including the California adopted P-12 content standards, content frameworks, and accountability systems;
  c) diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation;
  d) effective professional practices in teaching and learning, scholarship, and service.
- Minimum of five years of successful administrative experience.
- Currently hold a Clear Administrative Services Credential.
- Complete Foundational coach training.
- Participate in the Coaches Network training and collaborate with other coaches to refine coaching practices.
- Propensity to mentor others.

"**Program Impact**

I see the progress made over the two-year period. The candidates are far more sophisticated implementing leadership strategies in their daily work.

-LACOE Leadership Coach"

**Do You Have What It Takes Be a Leadership Coach?**

- Coaches are trained professionals who are matched with new administrative candidates based on similar job-alike and geographical experiences.
- Coaches, primarily are retired veteran administrators, who have no attachment to the school or district thus providing a nurturing, job-embedded, confidential and non-evaluative coaching experience.
- Coaches commit to service for a minimum of two years.
- Coaches provide 40 hours of coaching each year, per candidate.
- Coaches provide support, listen and ask clarifying questions.

"**A Coach is someone who . . . sees what others may not see through the high quality of his or her attention or listening . . .**

—Robert Hargrove"

**Training Schedule**

LACOE provides initial Leadership Coach training in August and additional trainings throughout the year at no charge to coaches. See LACOE website for dates.

**Program Components**

- Two-year job-embedded program.
- Blended Learning Curriculum (Face-to-Face and Online Learning).
- 40 hours of individual coaching per year, per candidate.
- Networking opportunities with job-alike peers.
- Haiku Learning Management System (e-portfolio) for Collaborative Logs, artifacts, and assignments.
- A sequence of learning activities.
- Creation of Individual Induction Plans (IIP) to guide leadership development and mastery toward the California Professional Standards for Education Leaders (CPSELS).
- Writing **S.M.A.R.T.** Goals.
- Development of yearly Personalized Professional Development Plans (20-30 hours) aligned to IIP goals.
- On-going program support from staff.

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