InterAct

LEARNING PROGRAMME

Coaching and Taking a Coaching Approach in Education

10-DAY COURSE

50 learning hours | Course programme

Coaching and Taking a Coaching Approach in Education – 10-Day Course

Introduction and Description

This comprehensive 10-day course is designed for teachers and educational staff from all sectors—pre-school, primary, secondary, vocational, adult and special needs education—as well as NGO professionals, policy makers, and others interested in fostering growth, collaboration and leadership through coaching in education.

The programme provides a structured introduction to coaching principles, explores coaching as an empowering leadership style, and equips participants with practical skills such as active listening, questioning techniques, solution-focused thinking, and positive reappraisal. Throughout the course, participants engage with evidence-based coaching models, peer-coaching structures, and practical tools for guiding learners and colleagues toward greater autonomy, confidence, and performance.

Through hands-on workshops, peer coaching cycles, technology-enhanced collaboration, and guided reflection, participants learn to identify limiting beliefs, facilitate mindset change, structure coaching sessions, and build psychologically safe learning environments. By the end of the programme, participants will be fully equipped to integrate coaching approaches into their teaching practice, to support colleagues through formal and informal coaching interactions, and to contribute to the development of coaching cultures within their institutions. The course includes opportunities for cultural enrichment, international networking, and professional collaboration across European educational contexts.

Methodology and Assessment

The course employs an experiential and participatory methodology that blends theoretical input with hands-on practice. Learning takes place through interactive lectures, coaching demonstrations, role-play, small-group workshops, case analyses, and guided reflections. Participants progressively apply coaching models and skills in structured practice sessions, receiving peer and trainer feedback to deepen competence. Assessment is formative and continuous, based on active participation, engagement in coaching exercises, reflective journaling, and a final practical demonstration of a short coaching conversation. A concluding self-assessment and action-planning activity support transfer of learning to participants' professional contexts.

Learning Objectives

By the end of the course, participants will be able to:

Understanding & Mindset

- Demonstrate a clear understanding of coaching principles, coaching mindsets, and distinctions between coaching, mentoring, counselling, and feedback.
- Analyse coaching as a leadership approach and understand its psychological and neuroscientific foundations.

Coaching Skills Development

- Develop and apply key coaching skills including active listening, reflective questioning, positive reappraisal, reframing, and solution-focused dialogue.
- Build trust and rapport in coaching relationships and facilitate meaningful, reflective conversations with learners and colleagues.

Mindset Transformation & Perspective-Taking

- Identify limiting beliefs and cognitive distortions and support others in transforming them into opportunities through perspective-shifting techniques.
- Guide coachees through processes that encourage empowerment, autonomy, and growth-oriented thinking.

Coaching in Educational Contexts

- Design, facilitate, and evaluate peer coaching partnerships and coaching cycles within their institutions.
- Experiment with a range of formal and informal coaching approaches suited to different educational needs and organisational situations.

- Integrate coaching practices into teaching, leadership, staff collaboration, and student development.

Tools, Models & Digital Competences

- Use established coaching models (e.g., GROW, CLEAR, solution-focused approaches) to structure coaching sessions and support reflective practice.
- Use online tools and European platforms (eTwinning, European School Education Platform) to design, manage, and disseminate coaching-related projects.

Professional Growth & International Collaboration

- Enhance professional communication, intercultural awareness, and English language fluency through collaborative activities.
- Share experiences of coaching from diverse educational systems and develop strategies for fostering sustainable coaching cultures.
- Strengthen European cooperation by forming international networks of educators practicing coaching within different contexts.

Preparation

After registration participants will receive pre-course questionnaire which will be used by the trainer to learn about participants' teaching backgrounds and to assess their exact needs. Before the beginning of the course a basic reading list will be suggested to participants to prepare for the training. Participants will also be asked to prepare a presentation about themselves, their professional context and their culture. The presentation will be presented on the first day of the course to facilitate networking opportunities. Participants will receive information about the country they are going to visit in order to prepare them for their cultural experience.

Follow up

After the course participants will be asked to share what they have learned with the rest of the staff in their schools. Further books and articles to deepen the topic and contacts with

some other practitioners all over Europe and in the world will be suggested by the trainer. The methods shared and explored and the bibliography given will allow the participants to complete and improve their educational path.

Certificate

Certificate complies with the guidelines of the Erasmus+ programme and includes the topic, number of didactic hours, dates and location of the course. We can list the record of learning outcomes on the Europass Mobility Document on request of participants. In case a participant requires a specific format of certificate we can accommodate that if requested at least one week before the start of the course. It is necessary to attend at least 80% of the hours in order to receive the certificate.

Accommodation

We do not directly offer accommodation and subsistence and participants are responsible for organizing it by themselves.

Paperwork

We also provide all the support with paperwork you might need for your Erasmus+ project documentation such as mobility agreement and registration letter.

Fee: 800 €

Cancelation policy

We have a flexible cancellation policy in force at the moment and you can cancel your registration up to 30 days before the course and receive a full refund. In case you don't cancel the registration more than 30 days before you will not receive any refunds, but you will be able to choose to attend any other confirmed course session later (within 6

months) without any additional costs. In case you are not able to travel, your school can send someone else to take instead of you and you can change the details of the participant any time before the start of the course at no additional cost.

TENTATIVE PROGRAMME (50 didactic hours - 5*45min per day) Monday to Friday	
Day 1	Welcome, Group Formation & Foundations of Coaching
09.00 - 09.45	Introductions & Icebreakers
09.45 - 10.30	Course Overview & Learning Agreement
10.30 - 11.15	What Is Coaching?
11.15 - 11.30	Break
11.30 - 12.15	Coaching Mindset in Education
12.15 - 13.00	Group-building Activity
Day 2	Understanding Coaching Approaches in Educational Contexts
09.00 - 09.45	Historical & Theoretical Foundations
09.45 - 10.30	Coaching Approaches for Teachers & Learners
10.30 - 11.15	Ethics of Coaching in Schools
11.15 - 11.30	Break
11.30 - 12.15	Coaching Competency Frameworks
12.15 - 13.00	Micro-practice: First Coaching Conversations
Day 3	Coaching as a Leadership Style
09.00 - 09.45	Leadership Styles in Education
09.45 - 10.30	Leadership Chemicals (Neuroscience of Leadership)
10.30 - 11.15	Core Coaching Skills Workshops (part 1)
11.15 - 11.30	Break

11.30 - 12.15	Core Coaching Skills Workshops (part 2)
12.15 - 13.00	Debrief & Reflection
Day 4	Limiting Beliefs, Cognitive Biases & Perspective Taking
09.00 - 09.45	Identifying Limiting Beliefs
09.45 - 10.30	Cognitive Distortions in Education
10.30 - 11.15	Transforming Beliefs Through Coaching Tools (part 1)
11.15 - 11.30	Break
11.30 - 12.15	Transforming Beliefs Through Coaching Tools (part 1)
12.15 - 13.00	Future-Self Exercise
Day 5	Formal & Informal Coaching Activities in Schools
09.00 - 09.45	Overview of Coaching Forms
09.45 - 10.30	Coaching Tools, Documents & Protocols
10.30 - 11.15	Strength-based Coaching
11.15 - 11.30	Break
11.30 - 12.15	Informal Coaching Scenarios
12.15 - 13.00	Reflection & Learning Log
Day 6	Peer Coaching: Foundations of Partnership
09.00 - 09.45	Building Coaching Relationships
09.45 - 10.30	Structures of Peer Coaching Systems
10.30 - 11.15	Goal Setting Techniques
11.15 - 11.30	Break
11.30 - 12.15	Practicum: Launching Peer Coaching Partnerships
12.15 - 13.00	Reflection & Journaling
Day 7	Structuring Peer Coaching Sessions
09.00 - 09.45	Coaching Session Structure
09.45 - 10.30	Observation & Feedback Skills

10.30 - 11.15	Practicum: Coaching Cycles (part 1)
11.15 - 11.30	Break
11.30 - 12.15	Practicum: Coaching Cycles (part 1)
12.15 - 13.00	Reflection & Evaluation Methods
Day 8	Digital Tools & EU Platforms for Coaching and Collaboration
09.00 - 09.45	Online Tools for Coaching Communication
09.45 - 10.30	Managing Coaching Projects Online
10.30 - 11.15	Coaching in eTwinning & ESEP (part 1)
11.15 - 11.30	Break
11.30 - 12.15	Coaching in eTwinning & ESEP (part 2)
12.15 - 13.00	Micro-Workshop: Creating a Coaching Project Page
Day 9	Individual Support & Personal Professional Growth Plans
09.00 - 09.45	Individual Coaching Clinics (part 1)
09.45 - 10.30	Individual Coaching Clinics (part 2)
10.30 - 11.15	Individual Coaching Clinics (part3)
11.15 - 11.30	Break
11.30 - 12.15	Self-Coaching Techniques
12.15 - 13.00	Preparing for Final Presentations
Day 10	Presentations, Impact Planning & Closing
09.00 - 09.45	Presentations of Outcomes (part 1)
09.45 - 10.30	Presentations of Outcomes (part 2)
10.30 - 11.15	Group Discussion: Implementing Coaching Culture in Schools
11.15 - 11.30	Break
11.30 - 12.15	Evaluation & Reflection
12.15 - 13.00	Validation of learning outcomes and certification

*This is only a tentative timetable. The exact hours or the course might differ and will be announced for each session 2 weeks before the start. However, there will always be a total of 5 didactic hours per day and all will

be in line with the Erasmus+ quality standards. The trainer might slightly modify the content in response to the needs of the group.
**Cultural and social programmes will be organized in addition to the academic programme. The exact cultural and social programme depends on the location, season, weather, etc.