InterAct

LEARNING PROGRAMME

Coaching and Taking a Coaching Approach in Education

5-DAY COURSE

25 learning hours | Course programme

Coaching and Taking a Coaching Approach in Education – 5-Day Course

Introduction and Description

This intensive five-day training course provides educators and school staff with a comprehensive introduction to coaching as a professional practice and as an evidence-informed approach to enhancing learning, leadership, and collegial collaboration within educational settings. The programme explores the theoretical foundations of coaching, emphasising its distinction from mentoring, counselling, and traditional instructional roles, while situating coaching within contemporary frameworks of teacher leadership, learner empowerment, and school development.

Participants engage with the principles, mindsets, and interpersonal competencies that underpin effective coaching, including active listening, powerful questioning, rapport building, and the creation of psychologically safe learning environments. Through a sequence of lectures, guided workshops, case studies, and structured practice sessions, participants develop their ability to facilitate reflective dialogue, support colleagues, and promote student growth through coaching methodologies.

The course also examines the cognitive and emotional processes influencing professional behaviour, such as limiting beliefs, perception biases, and the role of neuropsychological "leadership chemicals" in shaping motivation and interpersonal dynamics. Emphasis is placed on reframing strategies, strengths-based coaching, and the purposeful transformation of challenges into opportunities for growth.

By the end of the programme, participants will have gained both conceptual understanding and practical experience with coaching models relevant to educational contexts (e.g., GROW, CLEAR, OSKAR), enabling them to integrate coaching practices into classroom interactions, staff collaboration, leadership tasks, and school improvement initiatives. The programme concludes with participant-led coaching demonstrations, reflective assessment, and personalised implementation planning.

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

Upon completion of the course, participants will be able to:

Understanding & Conceptual Foundations

- Demonstrate a clear understanding of the theoretical foundations of coaching and its application within contemporary educational environments.
- Distinguish coaching from other forms of professional support (e.g., mentoring, counselling, supervision) and articulate the added value of coaching-oriented approaches for both learners and educators.
- Explain the principles, mindsets, and core conditions that underpin effective coaching interactions, including empathy, authenticity, and psychological safety.

Coaching Skills & Techniques

- Apply essential coaching skills—active listening, powerful questioning, rapport building, and reflective dialogue—in structured practice settings and educational scenarios.
- Use recognised coaching frameworks (e.g., GROW, CLEAR, OSKAR) to organise and facilitate effective coaching conversations.
- Analyse and respond to verbal and non-verbal cues to support deeper reflection, perspective-taking, and developmental insight during coaching sessions.

Leadership & Professional Practice

- Evaluate the role of coaching as a leadership style that supports teacher agency, collaborative culture, and school improvement.

- Describe the influence of neuropsychological processes (“leadership chemicals”) on interpersonal interactions, motivation, and behavioural change.

- Facilitate coaching sessions that encourage professional autonomy, shared responsibility, and constructive problem-solving among colleagues and learners.

Mindset, Beliefs & Reframing

- Identify limiting beliefs and cognitive distortions that may impede personal or professional growth.

- Employ reframing techniques, positive reappraisal strategies, and strengths-based approaches to assist learners and colleagues in transforming challenges into opportunities.

Professional Application & Implementation

- Demonstrate the ability to design and conduct short coaching sessions within school or organisational contexts, using appropriate structure, ethical considerations, and reflective practice.

- Develop a personalised action plan for integrating coaching principles into teaching, leadership, and school-wide collaborative processes.

- Critically reflect on one’s emerging coaching practice, identifying areas for continued development and opportunities for sustained implementation.

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: 400 €

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 (25 didactic hours - 5*45min per day) Monday to Friday	
Day 1	Foundations of Coaching in Education
09.00 - 09.45	Welcome, Introductions & Programme Overview
09.45 - 10.30	Warm-Up Activities & Ice-Breakers
10.30 - 11.15	What Is Coaching?
11.15 - 11.30	Break
11.30 - 12.15	Coaching Mindset & Core Values
12.15 - 13.00	The Coaching Cycle
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	Coaching Demonstrations, Reflection & Closing
09.00 - 09.45	Preparation for Coaching Demonstrations
09.45 - 10.30	Coaching Demonstrations
10.30 - 11.15	Collective Learning Review
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.