

# Pirate Leadership Academy

## ECU Principal Fellows Program

*PIRATE Vitality*

*Coaching Matters!*

NCPAPA Fall Instructional Symposium

December 10-11, 2024

**NCPFP**

STRONG LEADERS = STRONG SCHOOLS



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# Presenters & Collaborators

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# ECU Principal Fellows - Class 30



# Today's Agenda

- Coaching: What do we know?
- Vitality vs. Burnout
- Language of Leadership & Vitality
- Structures and Tools for Personalization
- Evidence of Impacts
- Tips for Effectiveness
- So What, Now What?
- Q & A

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*Vitality Coaching Matters!*



What do we know?



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### *Vitality Check?*



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# *Burnout*

*vs.*

# Vitality



# Depersonalization

## Emotional Exhaustion

## Low Sense of Accomplishment



## Personalization

## Emotional Enjoyment

## High Sense of Accomplishment

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## ECU Principal Fellows Program

### *Language of Leadership & Vitality*

Words of *Accountability*

Words of *Encouragement*\*

Words of *Grace*\*

Words of *Guidance*

Words of *High Expectations*

Words of *Hope*

Words of *Love*

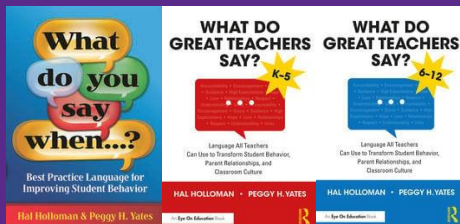
Words of *Relationship*\*

Words of *Respect*

Words of *Understanding*

Words of *Unity*

**\*Top 3**



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*Our WHY!*

# Vitality Coaching Model

# Pirate Leadership Academy

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# *The Art and Skill of* Active Listening



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## ECU Principal Fellows Program

### Vitality Coaching Cadence Structures & Tools

- **Vitality Videos**
  - Integrated with courses in Year 1 & 2
  - Quick assessment of PFs vitality and how they are promoting vitality and coaching others
  - Coaches check weekly and respond accordingly
- **Coaching sessions**
  - Year 1 (2 visits per month)
  - Year 2 (1 visit per month)



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## Vitality Coaching Cadence *Structure & Tools*

- **Onboarding**
  - Leadership Coaching Commitment
- **Pre-visit preparation**
  - Reflect on conversations, vitality videos, previous one-on-one coaching sessions, Personalization Information Form, StrengthsFinder outcomes, Vitality Coaching Map, and Best Practice Language
- **Coaching session documentation**
  - Vitality ratings, overall sense of wellbeing (tone, body language) personal and professional accomplishments/ challenges

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## Vitality Coaching Cadence *Structure & Tools*

- **Post-visit documentation**
  - Coaches Data Tool
    - Document the visit
    - Used for Vitality Videos, Phone, Virtual and Onsite coaching sessions
- **Weekly check-ins (email, phone, text)**



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# Vitality Coaching Map

## Guiding Questions to Assess PF State of Mind

*Promoting Hopefulness with Personalization, Sense of Accomplishment & Emotional Enjoyment*

"What questions might you have about your work?" \*

"How are you taking care of yourself?"

"How's your heart?"

"How are you managing stress?"

"What is most important for you to pay attention to in yourself?"\*\*

"What do you want to be sure you do very well?"

"What (or whom) might you need to say 'No' to in order to say 'Yes' to those important things?"

"What strategies are you using to work through your daily expectations?"

"How will you know you are successful?"

"What might success look/sound like? \*\*

"What supports might you need to be successful?"

"How might you incorporate this process into your own thinking?"

"What's your biggest challenge right now?"

"What are your hunches about this situation?"

"What are your goals, objectives/outcome's purpose?"

"What activities would be most beneficial for you in achieving this task?"

"What might be some of the strategies you've considered?" \*\*

"How might you know you are doing it?"

"What does a win look like in this situation/task?"

\*BACL (Building a Coaching Leader)

\*\* CC (Cognitive Coaching)





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# Vitality Coaching Guide

Principal Fellow/Coachee: \_\_\_\_\_ Region: \_\_\_\_\_ School/District: \_\_\_\_\_  
Coach's Name: \_\_\_\_\_ Date: \_\_\_\_\_

## I. Pre-visit planning:

*Based on what I know from Vitality Videos, Virtual/Onsite visits, Phone conversations, and Email correspondence:*

1. What do I know about the Principal Fellow on a Personal and Professional level? *Strengths Finder information:*  
\_\_\_\_\_
2. Coaching Role? Coach, Collaborator, and/or Consultant (circle one)?
3. What Vitality Coaching questions might I use to encourage higher levels of Vitality for the Principal Fellow?  
*Record questions below or highlight questions on the Vitality Coaching Map (Planning, Reflection, and/or Problem-Resolving)*

## II. Vitality Coaching Visit (Guiding Questions to Check Vitality):

*Purpose: To Listen to Existing State of Burnout and/or Vitality, and Promote Desired State*

1. How is your Vitality on a scale of 1-10? (Personal life \_\_\_\_\_ Work life \_\_\_\_\_, ECU Graduate Work \_\_\_\_\_)
2. Based on your vitality ratings, I noticed that \_\_\_\_\_ is high/low (consider talking about highs and lows). Which would you like to discuss today?
3. What factors are influencing your ratings for (Personal life, Work life, or ECU Graduate Work—circle one)? \_\_\_\_\_  
*(Depersonalization vs. Personalization, Emotional Exhaustion vs. Emotional Enjoyment, Low Sense of Accomplishment vs. High Sense of Accomplishment)*
4. What might be some things you'd like to talk about now to help support you and promote your vitality? (See PLA Vitality Coaching Map)

Best Practice Language : Words of...Accountability, Challenge, Empowerment, Encouragement, Grace, Guidance, High Expectations, Hope, Inspiration, Love, Relationship, Respect, Responsibility, Understanding, Unity

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### *Evidence of Impacts*

*"...timing is always impeccable, creating an unwavering sense of trust and understanding. She does not allow you to sulk in hardships or challenges; rather, she provides a safe space for you to collaborate on a solution and gives you confidence that "you can do hard things."*

*"...always cheerful and smiling during our coaching sessions. She lets me vent and takes the time to really listen to what I'm saying. But she's not just there to listen; she ends each session with a challenge or a task for me to focus on as I move forward."*

*"has the talent of spreading positivity with his words. He knows just what to say to motivate you to create a plan of action and begin making progress when you previously at a stand still. He is available any time and is easy to contact."*



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# *Evidence of Impacts*

Helpfulness of  
Vitality Coaching  
Processes

95%

Impacts on PF's  
Effectiveness

97%

98%

Overall  
Experience  
(Personalization,  
Emotional  
Enjoyment, & Sense  
of Accomplishment)



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### *Vitality Coaching Tips for Effectiveness*

- Be who the coachee needs you to be  
*(Coach/Consultant/Collaborator)*
- Encourage coachee to determine who their person or lifeline, maintain lifeline (those who can help replenish lifeline)
- Encourage coachee to use their resources
- Establish and maintain a coaching cadence



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### *Vitality Coaching Tips for Effectiveness*

- Schedule weekly check-ins
- **Commit to/schedule one-on-ones to provide opportunities for personalization**
- Provide resources when requested
- Remember, you (the coach) don't have to fix it
- Remember, you don't always have the answers

• You don't always have the answers

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So What?

Now What?

*How might you implement any aspect of  
Vitality Coaching into your school/district?*



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## ECU Principal Fellows Program

**ECU PLA Website**



**ECU PLA Facebook**



*Instagram*

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36 Partnership Districts



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