

## Koru Executive Coaching

### Reimagining leadership coaching with empathy and evidence

#### Service Overview

The Koru Executive Coaching model is a leadership-focused improvement cycle for senior leaders in education. Our innovative approach will guide you through a process to assess your strengths and growth areas, and strengthen your impact -- both within your teams and across your organization. Apply a continuous improvement lens to your own personal and professional growth.

The table below outlines a high level overview of the Koru Executive Coaching process through four phases:

Prepare	Discover	Act	Strengthen
Establish norms, structures, timelines	Gather a wide range of evidence [e.g. 360 feedback, strengths assessment, etc.]	Develop/refine and articulate a clear vision and theory of change	Learn and apply additional frameworks depending on needs
Set shared vision for success with key stakeholders (if applicable)	Come to a shared understanding of insights from the evidence	Enact leadership changes that respond to Immunity to Change Map and pressing leadership needs	Engage in ongoing reflection and refinement
Take stock of personal and professional context	Create an Immunity to Change Map	Collect evidence of progress toward impact	Hold an impact assessment, document, and share according to plan
Learn initial leadership frameworks			

#### Sample Scope of Work

We develop and customize each scope of work to be responsive to the needs and priorities for each partner. The scope process begins with listening and learning so we can ensure our services are aligned to your desired outcomes and achieve a shared vision for success. Below is a high-level outline of a possible scope of services over a nine-month academic year.

Timeline	Services and Outcomes
Month 1	<b>Prepare</b> -- Project launch

	<p>Services:</p> <ul style="list-style-type: none"> <li>Facilitate a 1-hour Zoom meeting to establish norms, structures, and timelines, explore context and share big picture goals, and prepare for the Discovery phase</li> </ul> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>Clear lines of communication and coordination and working norms established as foundation for strong relationship</li> <li>Shared understanding of the scope of work, and the activities, goals, and timelines ahead</li> <li>Plans established for 360 feedback process including team members to interview</li> </ul>
Month 1	<p><b>Discover -- Needs Assessment</b></p> <p>Services:</p> <ul style="list-style-type: none"> <li>Design, administer, analyze, and report on a 360 feedback process, including up to 3 hours of Zoom interviews with executive team member and/or other colleagues who work directly with the leader</li> <li>Facilitate 90-minute Zoom debrief and planning conversation with leader to review data, identify focus areas, and confirm schedule for coaching sessions</li> </ul> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>Data from 360 feedback process</li> <li>Focus area identified</li> <li>Coaching schedules confirmed</li> </ul>
Month 1-2	<p><b>Act -- Visioning and Strategy Sessions</b></p> <p>Services:</p> <ul style="list-style-type: none"> <li>Facilitate a 90-minute Zoom strategy session focused on developing vision, values, and theory of action</li> <li>Provide 1-hour of focused follow up, support and feedback via email and in document drafts, strategy and execution, meeting agendas, etc.</li> </ul> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>Leader will draft a theory of change</li> <li>Leader will articulate vision and values and develop a strategy for communicating and enacting them</li> </ul>
Months 3-8	<p><b>Strengthen -- Executive Coaching Sessions</b></p> <p>Services:</p> <ul style="list-style-type: none"> <li>Facilitate regular and ongoing executive coaching sessions via Zoom; option for 60-min or 90-min sessions every 3 or 4 weeks [up to 14 hours]</li> </ul> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>Leader has the opportunity to reflect, assess, and adapt strategies and practices</li> <li>Leader has dedicated time to work on a focused plan for improvement over the school year</li> <li>Koru and leader complete a leadership improvement cycle</li> </ul>
Month 9	<p><b>Impact Assessment</b></p> <p>Services:</p>

	<ul style="list-style-type: none"> <li>● Facilitate 60-minute After Action Review session via Zoom to provide opportunity for reflection and feedback, to review evidence of progress toward identified goals, and to engage in any planning for future work together</li> </ul> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>● A year's worth of data to analyze and reflect on progress, opportunities, and challenges and to show evidence of impact</li> <li>● Koru and leader evaluate degree to which engagement has achieved shared vision for success</li> </ul>
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### Current/recent Executive Coaching Projects

We are proud to have partnered with education leaders across diverse systems, including higher education, public and charter schools, and non-profit partnership organizations. See examples of our recent work below:

- **Christina School District (DE)**  
Over three school years, Koru supported the Christina School District in planning and facilitating summer retreats, ongoing monthly collaborative time, and executive coaching sessions. These services were designed to help the team of leaders, each relatively new to their roles, shift away from urgent and reactive work to a more intentional and proactive approach to leading teaching and learning. Our 1:1 sessions with executive leaders provided space for each leader to set professional improvement goals and to engage in leadership-focused improvement cycles with the dedicated support of a Koru coach.
- **Paul Cuffee School (RI)**  
Over three school years, Koru supported the leadership team at Paul Cuffee School, an innovative public charter in Providence, RI serving K-12 students across its lower, middle, and upper schools. Our partnership focused on foundational work to clarify purpose, vision, and values, and supported leadership in organizing for improvement through strong norms and structures, and in intentionally building trust and strong working relationships. Through sessions with the leadership team, and through executive coaching with three individual leaders, we supported Paul Cuffee School to set and achieve their vision for success and to identify and remove the obstacles and barriers to doing so, including their own immunities to change.
- **Central Indiana Educational Service Center (IN)**  
Over 5 years, Koru has supported the Executive Director of Central Indiana Educational Service Center (CIESC), a regional center that provides innovative programs to enhance educational experiences for children. Koru initially supported the Executive Director in his transition from serving as a district superintendent to taking on a new leadership role with CIESC. We expanded our role to include the CIESC Lead Team as they implemented an action plan aligned to new vision and strategy. Through monthly strategy and planning sessions, the Lead Team regularly reflected on data collected, identified successes and challenges, and made adjustments to their action plan as necessary to achieve benchmarks and outcomes. In parallel, the Executive Director participated in monthly executive coaching to ensure strong communication, coordination, and progress toward goals, building his own capacity for leadership.