



## VPA Position Paper

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### School Coaches

The Victorian Principals Association (VPA) encourages continual professional growth of school personnel and school communities.

#### **Purpose**

The Victorian Principals Association (VPA) encourages continual professional growth of school personnel to support the curriculum needs of the school. Principal class officers (PCOs) are best placed to determine the nature of professional development programs in each school.

#### **Background to the VPA Position**

The VPA position has been determined in the following context:

- Inconsistent allocation of coaches to schools across regions and the state.
- Inconsistency in coach selection processes across the state.
- Coaching programs have been predominantly led by regional officers rather than PCOs.
- Inconsistent approaches by coaches within specific learning domains which could create inconsistent outcomes.
- PCOs have reported that some coaches are not prepared for the role.

#### **VPA Position**

- Clear, consistent guidelines across the state outlining the role of coach and the selection process.
- Appropriate timelines offered to schools for recruitment of coaches.
- Schools to have access to professional development that is required by the school's context and linked to the school's annual implementation plan (AIP) rather than whole of school network needs.
- All schools are afforded the opportunity of a coach.
- Additional funding to be provided within the SRP to support coaching initiatives.
- Schools who lose staff to regional coaching initiatives program be compensated.
- Department be sensitive to schools who lose staff to coaching.

The VPA *School Coaches* position paper was initiated by VPA Board and Council Members in June 2009. Further work on this document was undertaken by VPA President and Executive Officer.