Training Course on Mentorship and Coaching for Educational Leaders

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Empowering educational leadership through mentorship and coaching is a transformative strategy for nurturing effective school systems, teacher growth, and student achievement Training Course on Mentorship and Coaching for Educational Leaders is designed to equip school administrators, department heads, and instructional leaders with innovative, evidence-based coaching strategies that enhance performance, foster resilience, and build collaborative learning cultures. Grounded in instructional leadership, transformational coaching, and data-driven feedback, this course explores how to develop mentorship relationships that unlock potential and inspire sustained excellence.

As the educational landscape shifts toward personalized, inclusive, and equity-focused practices, school leaders must be equipped with strategic coaching frameworks, emotional intelligence skills, and adaptive mentorship techniques. This training not only enhances professional development but also supports the creation of high-performing learning environments. Participants will engage with practical tools, real-world case studies, and leadership scenarios that sharpen decision-making, improve teacher retention, and drive student outcomes through effective coaching and mentoring practices.

Programme Curriculum

Training Course on Mentorship and Coaching for Educational Leaders

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Course Objectives

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

1. Implement high-impact mentorship frameworks in diverse school settings.
2. Apply transformational coaching models to elevate teacher performance.
3. Utilize data-driven decision-making to guide mentoring strategies.
4. Cultivate emotional intelligence to foster trust and growth.
5. Design personalized professional development plans.
6. Evaluate the effectiveness of coaching interventions.
7. Leverage peer coaching to strengthen instructional leadership.
8. Promote equity and inclusion through culturally responsive mentoring.
9. Align mentorship goals with organizational vision and mission.
10. Build resilience and emotional well-being in educators.
11. Facilitate reflective practice and feedback loops.
12. Navigate challenges in virtual coaching and mentorship.
13. Foster a sustainable culture of continuous improvement.

Target Audiences

1. School Principals and Assistant Principals
2. Department Chairs and Team Leaders
3. District Education Officers
4. Instructional Coaches
5. Teacher Trainers and Mentors
6. Academic Deans and Directors
7. New and Aspiring Educational Leaders
8. Education Policy Makers and Reformers

Course Duration: 5 days

Course Modules

Module 1: Foundations of Mentorship and Coaching in Education

- Define mentorship vs. coaching roles in leadership.
- Understand key theories supporting adult learning.
- Identify characteristics of effective mentors.
- Establish trust-building techniques.
- Introduce coaching cycle models.
- **Case Study: A principal-mentor's role in teacher induction success.**

Module 2: Transformational Coaching Frameworks

- Analyze key coaching models (GROW, CLEAR, etc.).
- Align leadership goals with coaching plans.

- Integrate solution-focused coaching techniques.
- Recognize the leader’s role in transformation.
- Apply goal-setting strategies using SMART objectives.
- **Case Study: Using the GROW model to improve literacy outcomes.**

Module 3: Emotional Intelligence for Educational Leaders

- Define emotional intelligence and its components.
- Enhance self-awareness and empathy in mentoring.
- Foster emotionally supportive environments.
- Manage resistance and coaching anxiety.
- Practice active listening and reflective questioning.
- **Case Study: Improving teacher morale through EI-based mentoring.**

Module 4: Data-Informed Mentorship Strategies

- Identify key data sources in education settings.
- Use performance data to tailor coaching.
- Set measurable targets based on analytics.
- Track progress through data dashboards.
- Drive school improvement with evidence.
- **Case Study: Data-driven mentoring in underperforming schools.**

Module 5: Equity-Focused Coaching and Inclusive Leadership

- Address unconscious bias in leadership.
- Apply inclusive coaching principles.
- Support marginalized educators and students.
- Promote culturally responsive teaching through coaching.
- Build equity-based leadership goals.
- **Case Study: Equity coaching initiative in urban districts.**

Module 6: Building Reflective Practice in Teachers

- Define reflective practice and its benefits.
- Create feedback-rich environments.
- Implement reflective journaling and portfolios.
- Use questioning techniques to promote reflection.
- Schedule peer and self-reflection sessions.
- **Case Study: Reflection strategies improving instructional quality.**

Module 7: Virtual and Hybrid Mentoring Techniques

- Explore digital tools for remote coaching.
- Set clear protocols for online engagement.
- Navigate challenges of digital communication.
- Use video analysis for coaching sessions.
- Evaluate effectiveness of virtual mentorship.
- **Case Study: Virtual coaching in post-pandemic school leadership.**

Module 8: Sustaining a Culture of Coaching and Growth

- Embed mentorship in school improvement plans.
- Create mentorship pipelines for new leaders.
- Encourage peer-to-peer coaching communities.
- Allocate time and resources for mentoring.

- Recognize and reward mentor success.
- **Case Study: District-wide coaching initiative improving teacher retention.**

Training Methodology

- Interactive workshops using real-life leadership challenges
- Role-playing and simulation exercises for practical skills application
- Peer collaboration and feedback circles for shared growth
- Case study discussions for real-world application
- Pre- and post-assessment tools to measure learning outcomes
- Digital learning materials and coaching templates for continuous access

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training CenterANCY LD account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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