

AGREEMENT FOR COACHING

THIS AGREEMENT is made and entered into on the dates indicated below by and
between the
BOARD OF EDUCATION OF

(hereinafter "District")
and the Illinois Principals Association (hereinafter "IPA").

WITNESSETH:

WHEREAS, research has shown that coaching is a critical component in the development and success of an administrator; and

WHEREAS, the IPA has established a Principal Coaching Program and has trained experienced educational leaders to serve as coaches; and

WHEREAS, the District desires to hire the IPA to provide coaching to its administrators.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, receipt of which is hereby acknowledged, the Parties agree as follows:

1. The IPA agrees to provide coaches and coaching services as described herein and as further described in Exhibit #1. The IPA represents that all coaches providing services under this Agreement have undergone training to serve as coaches.

Name(s) of individual(s) to receive coaching services:

2. The ISBE Primary Partner IPA coaching rate is \$2,999 per 40 hours of service.

3. Payment in full is due to the IPA within thirty (30) days of execution of this Agreement and is non-refundable.

4. The District understands and acknowledges that the coach/administrator relationship is solely for the educational benefit and development of the administrator. The

District further understands and acknowledges that the District may not seek the coach's input or counsel regarding the administrator's performance or evaluation.

5. The District agrees to defend, indemnify and hold the IPA, its independent contractors (coaches), officers, employees and volunteers harmless from any and all claims, injuries, damages, losses or lawsuits or any other causes of action, at law or equity, including attorney fees and expenses, arising out of or in connection with the performance of coaching services under this Agreement. This specifically includes the District's obligation to defend, indemnify and hold the IPA, its independent contractors (coaches), officers, employees and volunteers harmless from any and all claims, injuries, damages, losses or lawsuits or any other causes of action, at law or equity, including attorney fees and expenses, arising out of or in connection with the administrator's acts, omissions, actions or inactions.
6. The Parties agree that each has entered into this Agreement voluntarily and knowingly, and with the full and complete authority and contractual capacity to do so.
7. This Agreement shall inure to the benefit of and bind the Parties, their agents, representatives, successors and assigns.
8. This Agreement sets forth all of the promises, agreements, conditions, and understandings among the Parties relative to the subject matter hereof and no other promises, agreements, or understandings, whether oral or written, expressed or implied, exist among the Parties.
9. This Agreement may be executed in multiple counterparts, and a set of counterparts bearing the signatures of each party hereto shall constitute the Agreement as fully as if the Parties had signed a single document.
10. The laws of the State of Illinois shall govern this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement to take effect as set forth below.

For the Illinois Principals Association:



Dr. Susan Homes, Deputy Executive Director

Date

For the School District:

Superintendent or other Authorized Representative

Date

Title

Payment Information Required to Initiate the Registration Process

Check # _____ (made payable to Illinois Principals Association)

Purchase Order # _____

Billing Address: _____

Visa Mastercard Discover American Express

Credit Card # _____

Exp. _____ Signature _____

Exhibit #1
IPA PRINCIPAL COACHING PROGRAM

Provide your Principals and Assistant Principals the support and resources they need with the IPA's Principal Coaching Program. The program's goal is to help burgeoning leaders thrive in their positions so they can advance learning, innovation, and global citizenry in their schools through effective educational leadership. Research and exemplary practice have proven beyond any doubt that coaching administrators supports increased performance as well as extends years in the role. The key to supporting leaders is helping them to reflect on practice, analyze strengths and areas for improvement, and collaborating to develop specific strategies to reach higher levels of performance. A trained and experienced coach will provide strategic probing and reflection, feedback and guided planning, and the support and motivation to sustain the administrator in ongoing leadership development.

Principals, assistant and associate principals, and administrators face new tasks, responsibilities, and decisions on a regular basis and can benefit from the help of an “expert” to provide leadership coaching. As part of the comprehensive leadership development offered by the Illinois Principals Association, highly trained and experienced coaches are available to IPA professional development program participants and districts.

Coaching services include:

In supporting and developing the performance of the administrator, the coach will provide expertise in the administrator’s specific role and needs as well as in the school/district stage of development and situation. The administrator will receive a wide variety of coaching support including instructional and collaborative goal setting, action planning, and monitoring of results and impact. Coaching will be provided to support the administrator in not only meeting daily responsibilities for operations, management, supervision, and teacher development, but also to create a positive school culture and establish performance expectations and supports to ensure sustained success.

The coach will complete the following:

1. 80 hours of coaching.
2. Minimum of three onsite coaching sessions.
3. Completion of Coaching Log, including Goals and Action Plan.
4. Establish environmental intelligence regarding building, operations, staff, students, parents, community, and school culture and environment.
5. Effectively advise and support the administrator in decision making, strategic planning, and actions.
6. Provide expertise and guidance in the use of tools such as Self-Assessments, Professional Development Plan, and Mid-Year and End-of-Year Progress Assessments.
7. Provide instructional, collaborative, and reflective coaching to develop leadership and strategic plans to increase staff capacity for change and increased performance.

8. Coach and guide in creating and establishing a school vision and mission, goals, policies, procedures, structures, and strategies to observe and support teacher development.
9. Coach and assist in the development a professional network of support.