Training Course on Leadership Coaching and Mentorship Programs for Educators

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 educators through effective leadership coaching and mentorship programs is essential for transforming schools into innovative, student-centered learning environments. Training Course on Leadership Coaching and Mentorship Programs for Educators is designed to equip educational leaders, school administrators, and teachers with the mentorship skills, coaching strategies, and leadership development tools needed to foster a culture of continuous improvement. By integrating evidence-based coaching techniques with a structured mentorship framework, educators will enhance their instructional leadership, emotional intelligence, and professional resilience.

This training course emphasizes peer mentoring, collaborative leadership, educational coaching, and teacher empowerment to support educators at all stages of their careers. Participants will gain practical knowledge through case studies, hands-on activities, and reflection exercises. Whether you're a novice teacher, department head, or principal, this course empowers you to lead with clarity, coach with purpose, and mentor with impact — transforming both individual growth and institutional success.

Programme Curriculum

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Course Objectives

1. Understand core principles of educational leadership and mentorship.
2. Build impactful instructional coaching relationships in school environments.
3. Apply transformational leadership strategies for educational improvement.
4. Promote teacher collaboration and peer mentoring techniques.
5. Enhance emotional intelligence in leadership coaching.
6. Develop effective goal-setting frameworks for teacher performance.
7. Foster a growth mindset culture through feedback and reflection.
8. Integrate data-driven coaching for instructional improvement.
9. Address challenges in cross-generational mentorship in schools.
10. Design and implement a personalized mentorship plan.
11. Explore DEI (Diversity, Equity, and Inclusion) within leadership practices.
12. Measure the impact of coaching on student outcomes.
13. Build resilience and self-care practices into leadership roles.

Target Audience

1. School Principals
2. Assistant Principals
3. Department Heads
4. Instructional Coaches
5. Teacher Leaders
6. Classroom Teachers
7. Curriculum Coordinators
8. Educational Consultants

Course Duration: 5 days

Course Modules

Module 1: Foundations of Leadership Coaching

- Definition and importance of coaching in education
- Characteristics of effective leadership coaching
- Coaching vs. mentoring: similarities and differences
- Identifying coaching styles
- Establishing trust and communication
- **Case Study:** A school's journey from directive to supportive coaching

Module 2: Designing Mentorship Programs

- Elements of a successful mentorship structure
- Selecting and matching mentors and mentees
- Timeline and goal-setting for mentoring
- Accountability mechanisms
- Evaluating mentorship outcomes
- **Case Study:** Implementing a mentorship initiative in a public high school

Module 3: Transformational Leadership in Schools

- Core traits of transformational leaders
- Inspiring a shared vision
- Leading through change
- Empowering staff and stakeholders
- Navigating resistance
- **Case Study:** A principal's leadership during school restructuring

Module 4: Emotional Intelligence and Reflective Leadership

- Understanding self-awareness and empathy
- Regulating emotions in high-stress environments
- Building teacher-student relationships
- Enhancing communication and conflict resolution
- Practicing mindfulness in leadership
- **Case Study:** How EQ transformed a school leader's approach to team-building

Module 5: Coaching for Instructional Excellence

- Conducting classroom observations
- Giving constructive feedback
- Using coaching cycles effectively
- Aligning coaching with school goals
- Supporting novice and veteran teachers
- **Case Study:** Coaching for equity in lesson delivery

Module 6: Data-Informed Coaching Strategies

- Collecting and analyzing teacher performance data
- Using student achievement data in coaching
- Setting measurable instructional goals
- Monitoring progress
- Using digital tools for feedback loops
- **Case Study:** Data-driven coaching boosts literacy scores

Module 7: Diversity, Equity, and Inclusion in Coaching

- Identifying biases in coaching and mentoring
- Culturally responsive coaching practices
- Inclusive leadership approaches
- Promoting voice and agency among marginalized educators
- Creating safe spaces for feedback and growth
- **Case Study:** Mentoring BIPOC educators in urban school settings

Module 8: Sustainability and Scaling Mentorship Programs

- Institutionalizing coaching and mentorship
- Building leadership pipelines
- Ongoing support and professional development
- Engaging stakeholders
- Ensuring program sustainability
- **Case Study:** District-wide scale-up of a successful mentorship model

Training Methodology

- Interactive lectures and keynote presentations

- Peer-to-peer discussion and group brainstorming
- Real-world case studies and role-playing scenarios
- Reflective journaling and leadership diagnostics
- Personalized action planning and mentorship map development
- Post-training coaching support and feedback mechanisms

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 Center 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
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
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

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com