



BEYOND THE "FIXER" TRAP:

Cultivating Coaching Skills Through Collaborative Supervision

The Challenge

As a school leader or teacher, you likely spend a significant portion of your day answering questions and solving immediate problems for others. While leaders and teachers are natural problem-solvers, constantly carrying the weight of everyone else's challenges leads to decision fatigue, isolated working habits, and systemic burnout. Furthermore, always providing the answers can inadvertently create a culture of dependency, rather than fostering independence across your team. We know that coaching is one of these frameworks that can help move away from a 'fixing' culture, however many schools find it challenging to provide formal coaching for everyone who needs it in school.

The Solution – The Practice Circle

The Practice Circle is a group coaching format that equips the group members with simple coaching techniques and puts them instantly into practice to provide group supervision. The group becomes the coach. In the session we unpack a live professional challenge. Through a structured "double-loop" framework, participants split their time between:

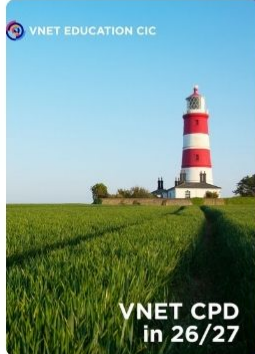


- **Case supervision:** exploring complex, messy real-life school problems and issues to find breakthrough solutions
- **Live skill-building:** practicing coaching skills and frameworks and mastering the art of questioning and active listening
- **Group dynamics:** enabling the group to become the coach and developing a strong group dynamic.

The Impact

The Practice Circle enables teachers and leaders to move from "fixers" to coaches, staff feel supported through peer supervision, and participants develop practical coaching skills to bring into school, maximising their impact, improving communication and elevating practice.

[Find out more and book here!](#)



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EAL Coordinator Course from our friends at the UEA

Designed for EAL Coordinators/ EAL Leads (both new and more experienced), the UEA is offering an in-person, practical course. In this session attendees will:

- Explore roles and responsibilities in leading EAL;
- Understand EAL provision in your school, including key procedures:
 - An EAL policy
 - Admissions and inclusions;
 - Assessment, target-setting and tracking
- Explore the integration of EAL across the school, including:
 - Collaborating with colleagues;
 - Families and the wider community;
 - A culture of inclusion and equity;
 - Teaching and Learning.

For more information on this session please visit their [website](#).

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