



EBOR ACADEMY TRUST

## Jo Sawyer - Headteacher

Level 5 - Coaching Professional



### Apprentice Case Study

What have been/are the benefits of your Apprenticeship training?

I have learned how to identify needs, tailor my approach, and empower others to achieve their goals. This newfound knowledge has boosted my confidence in my ability to guide and mentor others.

Working with actual clients in practice coaching scenarios was particularly beneficial. It allowed me to hone my skills in a safe and supportive environment, receiving constructive feedback and refining my approach. This hands-on experience has been instrumental in solidifying my understanding of coaching principles and building my practical competence.

What impact if any has training had on you or on your effectiveness/role in school?

As a headteacher, the apprentice training in coaching has been transformative, providing me with a new lens through which to view leadership and school improvement. The focus on coaching principles has significantly enhanced my ability to develop and empower my staff. Instead of simply directing, I now utilise coaching techniques to facilitate their own problem-solving and growth.

**“This has directly translated into improved relationships with my colleagues.”**

How would you describe the quality of the training and the support you have received/are receiving from Ebor?

Sue has been a truly fantastic facilitator and mentor, she consistently reviews my work promptly, providing insightful and constructive feedback that has significantly enhanced my understanding and skills. The combination of expert instruction, practical application, and supportive mentorship has made this apprenticeship a truly enriching experience.

What advice would you give others considering an apprenticeship?

**Embrace the practical application:** The real value lies in the hands-on experience. Actively participate in the practice coaching scenarios, volunteer to work with real clients (if offered), and don't be afraid to step outside your comfort zone. This is where the learning truly solidifies.

**Engage fully with the learning:** Don't just passively absorb the information. Ask questions, contribute to discussions, and actively seek clarification on anything you're unsure about. The more you put into it, the more you'll get out of it.

**Reflect on your learning:** Regularly take time to reflect on what you've learned and how you can apply it to your own context. Journaling, discussing with a colleague, or simply thinking about your experiences can help you deepen your understanding and identify areas for growth.

**“The skills you learn during the apprenticeship are highly transferable and can benefit you in various aspects of your life, both professionally and personally.”**

#### Get in touch to find out more:

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