

## Candidate Testimonials

“

The best part of the program is the Leadership Coach because she always helped me with scenarios specific to my job. . .

-Yr. 2 Candidate

“

My coach provided another lens for me to think deeply about my work as a leader.

-Yr. 1 Candidate

“

I appreciate how the work we do is always relevant to what we are working on at our school site, it is definitely not busy work.

-Yr. 2 Candidate

Applications Available  
Online

[www.lacoe.edu/Home/CredentialPrograms.aspx](http://www.lacoe.edu/Home/CredentialPrograms.aspx)

Program Contact:

Aaron Dover  
Project Director III  
(562) 401.5412  
[dover\\_aaron@lacoe.edu](mailto:dover_aaron@lacoe.edu)

Applications are processed in spring  
(March-May) of each year.



**Los Angeles County  
Office of Education**  
Serving Students • Supporting Communities  
Leading Educators

LACOE does not discriminate against individuals on the basis of age, actual or perceived race, actual or perceived gender, ethnicity, national origin, religion, disability, or sexual orientation. LACOE complies with the Americans with Disabilities Act to ensure equal access to all qualified individuals with a disability. If you are disabled and require assistance in accessing this event, please contact the LACOE Title II Coordinator at (562) 803-8297.

Los Angeles County Office of  
Education  
**Announces a Leadership  
Coach Opportunity  
For Retired Administrators**



**Clear Induction Administrative  
Services Program**

**Mission**

Prepare educational leaders for the 21<sup>st</sup> century learning environments by challenging, stretching, and developing new administrators through a blended learning, job-embedded experience, supported by an accomplished leadership coach that guides candidates to achieve excellence.

## Coach Qualifications and Requirements

- Successful experience in collaborative processes, supervision, and leadership.
- Current knowledge of:
  - a) **content**
  - b) **context** of public schooling including the California adopted P-12 content standards, content frameworks, and accountability systems;
  - c) diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation;
  - d) effective professional practices in teaching and learning, scholarship, and service.
- Minimum of five years of successful administrative experience.
- Currently hold a Clear Administrative Services Credential.
- Complete Foundational coach training.
- Participate in the Coaches Network training and collaborate with other coaches to refine coaching practices.
- Propensity to mentor others.

“

### *Program Impact*

I see the progress made over the two-year period. The candidates are far more sophisticated implementing leadership strategies in their daily work.

-LACOE Leadership Coach

“

A Coach is someone who . . .  
sees what others may not see through  
the high quality of his or her  
attention or listening . . .

—Robert Hargrove

## Do You Have What It Takes Be a Leadership Coach?

- Coaches are trained professionals who are matched with new administrative candidates based on similar job-alike and geographical experiences.
- Coaches, primarily are retired veteran administrators, who have no attachment to the school or district thus providing a nurturing, job-embedded, confidential and non-evaluative coaching experience.
- Coaches commit to service for a minimum of two years.
- Coaches provide 40 hours of coaching each year, per candidate.
- Coaches provide support, listen and ask clarifying questions.

## Training Schedule

LACOE provides initial Leadership Coach training in August and additional trainings throughout the year at no charge to coaches. See LACOE website for dates.

## Program Components

**Administrative Candidates, with the guidance of a Leadership Coach, experience:**

- Two-year job-embedded program.
- Blended Learning Curriculum (Face-to-Face and Online Learning).
- 40 hours of individual coaching per year, per candidate.
- Networking opportunities with job-alike peers.
- Haiku Learning Management System (e-portfolio) for Collaborative Logs, artifacts, and assignments.
- A sequence of learning activities.
- Creation of Individual Induction Plans (IIP) to guide leadership development and mastery toward the California Professional Standards for Education Leaders (CPSELs).
- Writing **S.M.A.R.T.R** Goals.
- Development of yearly Personalized Professional Development Plans (20-30 hours) aligned to IIP goals.
- On-going program support from staff.

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and Networking



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