



“Getting Support”

Coaching in the “Year of Democracy” Project



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Coaching in the "Year of Democracy"

For the successful implementation of the "Year of Democracy (YoD)," coaching plays a central role. Each of our five project partners serves as a permanent point of contact for participating schools. The goal is to effectively guide and support you and your school on your journey to strengthen democratic processes.

What We Mean by Coaching

For us, coaching is a dialogue-driven process that aims to support schools, school management, teachers, and administrators in achieving their goals. We believe that every school already possesses the right and important solutions for its unique needs, and the coach merely helps to identify and activate these potentials. Of course, this always involves the personal development of everyone involved, as it is crucial to form a team and collectively take responsibility for the set goal.

Our Coaching Principles:

- ◇ Empowerment for self-help: As coaches, we don't provide ready-made solutions, but rather support schools in developing their own problem-solving strategies.
- ◇ Resource orientation: The focus is on the school's strengths and existing resources.
- ◇ Goal orientation: The coaching is geared towards achieving the project goal of "Democratic Empowerment for Primary Schools."
- ◇ Confidentiality and trust: A trusting relationship between the school and us as the coaching team is the basis for successful collaboration.
- ◇ Process facilitation: We guide you through the process without controlling the content. We ask questions, listen actively, provide feedback, and encourage reflection.

This is how we aim to help you understand, implement, and live democratic processes without dictating specific content or influencing your autonomous decisions.

Role and Responsibilities of the Coaches

The main task of the coaches is to provide support, advice, and facilitation. It's important for us to emphasize that coaches do not interfere with the content-related work of your school. Rather, the goal is to support your school in developing its own solutions and independently achieving the project goals.

Our Coaching Approach

The coaching includes both fixed points (scheduled meetings) and flexible, needs-based support (ad-hoc support).

Scheduled Meetings

These structured meetings are designed to provide your school with essential support during crucial project phases. Each meeting is carefully planned to last approximately one to two hours, depending on the specific topics to be covered.

Throughout the coACTION project, there are six defined milestones that your school will work towards achieving. These milestones, which will be described in detail further below, also have recommended timeframes for their completion. For example, the Kick-off Meeting is ideally scheduled within month one or two of the project's duration.

As your dedicated coaches, we will actively accompany your school in reaching each of these milestones. We'll provide constructive feedback, help identify potential challenges, and assist with effective problem-solving, ensuring a smooth and successful project journey.

Ad-hoc Support

Furthermore, you and your school team will have the opportunity to contact your coach at any time if you need support, advice, or facilitation for unexpected challenges or new ideas. This ensures flexible and individualized guidance tailored to your specific needs.

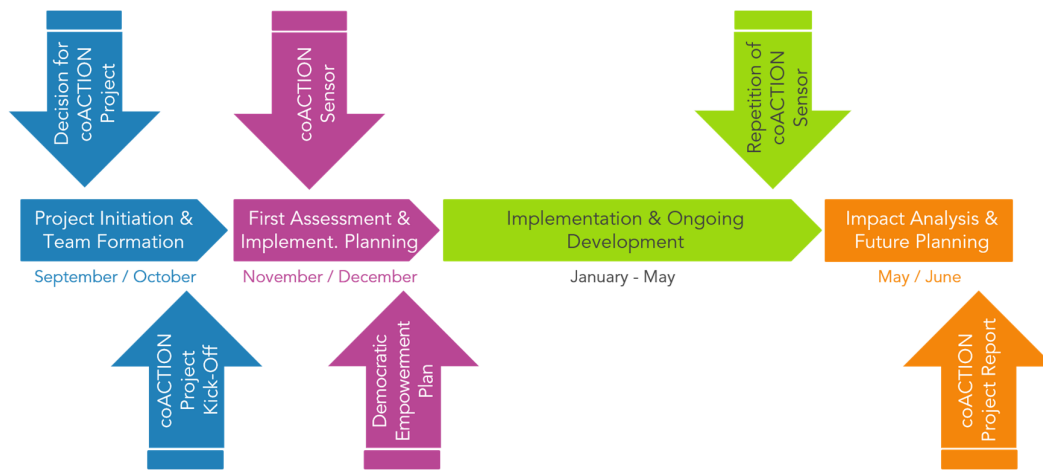
Our Project Milestones

We've defined the following six key milestones that will guide us through the "Year of Democracy." You have got to know them in the Guide to Democratic Empowerment and they form the List of Milestones in the coACTION Diary.

coACTION Milestones

Milestone 1	●	Decision for coACTION Project
Milestone 2	●	coACTION Project Kick-off
Milestone 3	●	coACTION Sensor – Basic Assessment
Milestone 4	●	Democratic Empowerment Plan
Milestone 5	●	coACTION Sensor – Repetition
Milestone 6	●	coACTION Project Report

Think of them as crucial checkpoints on our shared journey, helping us celebrate progress, reflect on our learnings, and ensure we stay on track to achieve our goals. They are designed to provide structure and support, empowering your school every step of the way.



- ◇ **Decision for coACTION Project:** Our common journey begins with a pivotal decision: your school's commitment to the coACTION project. This initial milestone focuses on securing the necessary agreement and support from the school management. We'll collaborate with the school leader and other key decision-makers to ensure a clear understanding of the project's goals, benefits, and requirements. This phase is crucial for establishing a solid foundation and a shared vision for the upcoming implementation.
- ◇ **Kick-off Meeting:** Following the decision to proceed, the Kick-off Meeting marks the official launch of your coACTION project. This comprehensive meeting brings together the entire project team, including the project leader, to delve deeper into the project plan. During this session, we will provide a detailed overview of the project's methodology and phases, ensure everyone understands their contribution to the project's success, set up effective ways for the team to collaborate, share information, and fix initial timelines as well as the project scope. This collaborative session is designed to foster a strong team dynamic and equip everyone with the knowledge and tools needed to embark on a successful coACTION journey.
- ◇ **coACTION Sensor:** This is a very important milestone, as the coACTION Sensor is a crucial tool for assessing the school's current understanding and behaviour regarding democracy. It determines how well the entire school community is already integrated into daily life and how democratically oriented the school currently is. The result of the first Sensor forms the basis for all subsequent project work. Coaches are actively and closely involved here, supporting your school to ensure that all possibilities of the Sensor are optimally utilized and the tools developed in the project are used to their best advantage.

- ◇ **Democratic Empowerment Plan:** Based on the insights from the first coACTION Sensor, your school develops a concrete implementation plan for its democratic initiatives and measures. Coaches support you in developing this plan by advising, pointing out possible strategies, and helping with structuring and goal setting. In this phase planned meetings take place at regular intervals (e.g., quarterly) - regardless of specific milestones. Here, current progress is discussed, experiences are exchanged, successes are acknowledged, and any adjustments are made.
- ◇ **coACTION Sensor Repetition:** At the end of the current school year, the coACTION Sensor is conducted again. The goal is to determine the extent to which the implemented measures have taken hold and how the school has further developed in its democratic understanding and behaviour - especially with regard to the involvement of the "whole school community." Good support from the coaches is crucial here as well to interpret the results and make progress visible.
- ◇ **coACTION Project Report - finalization of coACTION Diary:** At the end of the "Year of Democracy," your school creates a final report on your experiences and results based on the coACTION Diary. We coaches support you in summarizing the progress made, reflecting on the learnings, and deriving recommendations for the future.

International Exchange: Learning and Growing Together

Beyond the individual support from our coaches, we place great value on international exchange among participating schools. With each milestone, we'll offer you the opportunity to connect internationally and benefit from each other's experiences.

This is a unique chance for the 10 participating schools from the four partner countries (Austria, Greece, Portugal and Spain) to get to know each other and openly discuss their experiences with the coACTION Sensor, the coACTION Treasury, the Diary, and all other coACTION products.

This exchange isn't just about mutual learning and enrichment; it also offers a unique opportunity to discover commonalities in the challenges and questions schools face in democratic development across different countries. Through this shared understanding, we hope to collectively find inspiration and innovative solutions!

In a Nutshell: Your Coaching Journey

Coaching in the "Year of Democracy" is a dialogue-driven partnership focused on empowering your school to discover and implement its own democratic solutions. We're here to facilitate your progress and support your team's development, ensuring you achieve your goals with confidence and autonomy.

Your Coaching Partners in the coACTION Project

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