Emotion Coaching Model of Engagement (Gilbert 2018)

To help you plan and monitor the integration of EC into practice and setting ethos

Monitor, Maintain and Sustain:

Lead and Support integration:
- Management commitment
- Whole school training
- EC Leads
- Integrated policy development
- Staff Induction
- Ongoing training programme
- Parent/carer training
- Peer mentoring

Establish:
- Ongoing peer discussions
- Opportunities for groups to share examples of EC
- Discussing their practice
- Reflecting
- Problem Solving
- Share and integrate into practice
- Develop setting routine

Recognise and Acknowledge:
- The role/influence of Personal emotional identity & Collective emotional Identity
- Personal & Collective EC Journeys

Promote:
- Discussions
- Information sharing
- Displays
- Training
- Resources
- Curriculum links

Provide:
- Appropriate Recruitment,
- Positive Training experience
- Practise opportunities

Cycle diagram: Aware (The Practitioner) → Accept (The EC premise) → Adopt (Training intervention and practise) → Adapt (Practice, reflection and peer discussion) → Sustain (Supporting systems and resources)

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Sustain: Leadership and Ethos…

- Co-opting management support from the start of the journey & ongoing commitment

- Creation and support for EC Leads and EC support team

- Providing supervision to staff (recognising the emotional impact this may have on staff and challenges it may have on professional confidence).

- Senior leaders can take the lead to promote a belief in the approach by:
  - Supporting small pilots within school.

- Ensuring staff are on board, encouraging mutual support and shared language

- Review and integration of EC into school policies and guidance

- Whole Setting training:
  - Coordinated, rolling EC training programme for those working in the community
  - Modelling and using Emotion Coaching
  - Rewarding staff who embrace the approach via public and individual feedback.
  - Regular updates and information sharing with parent/carers
  - Provision of EC lead delivered EC training for parent./carers
  - Provision of child peer-mentor EC Training programme

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Prioritise Emotion Coaching in settings through:
- Developing a cascading EC plan for the school
- Involving all staff at an equal level
- Giving it a regular focus and protected time, e.g. on-going CPD and less formal meetings
- Referring to EC in school policies, improvement plans and student documentation
- Including EC training/support in the induction of new staff

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