



CASE CADRE OF LEADERSHIP COACHES

NAME: *Heather Clifton*

JOB TITLE: *Independent Consultant*

ORGANIZATION: *Self-employed*

EMAIL: *hlclifton@gmail.com*



BIOGRAPHY: Heather Clifton is a professional learning consultant, offering services to school leaders in various aspects of professional development and organizational reform. She is a Senior Consultant for the Center for Results for Learning Forward (formerly the National Staff Development Council), offering professional training and support for instructional coaches, teacher leaders and K-12 principals. She has facilitated the work of district executive leadership teams and school leadership teams. She has taught classes at the university level and facilitated work for state departments of education. Her professional experience in schools and districts includes positions as a teacher, elementary school principal, and central office curriculum and staff development specialist. A major focus of Heather's current work is assisting educators in establishing cultures of trust, collegiality and shared leadership in order to achieve improved outcomes for students.

COACHING PRACTICE PHILOSOPHY: In my view, the essential purpose of coaching is to expand the capacity of an individual to become more resourceful in his or her own right – resourceful in making decisions; effectively solving problems encountered in the natural course of life's events; achieving and producing desired outcomes; and developing fulfilling, productive relationships. Effective coaching is based on a belief system that all people have internal capacities that they may not be able to access easily, and that an effective coach can assist individuals in discovering new ways to think about their own desired course in managing the changes and the challenges they encounter.

K-12 EXPERIENCE: elementary teacher (5 years), elementary principal (8 years), curriculum specialist (7 years), and professional development specialist (10 years).

DEGREES AND COACHING CERTIFICATIONS: Bachelor of Science, University of Colorado Masters Degree; University of Northern Colorado; Cognitive Coaching Foundation Training.

EXPERTISE: 100 hours

YEARS COACHING: 6 years

ADDITIONAL INFORMATION: Other areas of expertise include creating effective instructional coaching programs; conflict mediation and support in addressing climate and culture issues; analyzing and interpreting data to improve classroom instruction and student performance; building school cultures of collaboration and trust; facilitation skills; presentation skills; understanding and managing change; creating partnerships; effective professional development; work with school leadership teams; program implementation; training instructional coaches.