

Thriving school communities do not happen by accident. They are built by incredible leaders who know how to lead self, lead people, and lead results – with authenticity, clarity, care, and purpose.

KIPP's Leadership Coaching Program strengthens leaders from the inside out – affirming their strengths, identities, and lived experiences as powerful assets – so they can build equitable, high-performing systems and sustain meaningful impact over time.

This overview shares who we serve, what coaching makes possible, and how to get started. Learn more about our program mission, objectives, and impact [here](#).



What is Leadership Coaching?

Coaching is a professional, client-centered partnership designed to help leaders maximize their personal and professional potential through a thought-provoking and reflective process. Grounded in the [States of Being](#) and the [International Coaching Federation's competencies](#), coaching honors each leader as creative, resourceful, and capable.

Leadership Coaching creates space for leaders to deepen self-awareness, reflect on identity and impact, challenge assumptions and patterns, strengthen leadership practice, and grow their capacity to lead authentically and effectively. Rather than prescribing solutions, coaching supports leaders in uncovering their own wisdom, clarifying their vision, and taking meaningful action aligned to their values and goals.

Watch testimonials from a few of our clients:



[*Sundiata Addison, KIPP NYC*](#)



[*Stephanie Kinoshita, KIPP SoCal*](#)



[*Antara Morris, KIPP Houston*](#)

Coaching is for leaders at every stage of the journey. Whether you are stepping into a new role, deepening your practice, or leading at the most senior levels of the network, there is a place for you here.

We partner with Principals-in-Residence, Assistant Principals, Principals, Principal Managers, Directors of Leadership Development, C-Suite leaders, and emerging leaders across the network – with particular priority given to leaders navigating high-leverage transitions and pivotal moments in their leadership journey.

What Coaching Makes Possible

Coaching creates the conditions for leaders to grow from the inside out – building the confidence, clarity, and capacity to lead with greater purpose, ease, and impact.

Leaders across our network consistently report that coaching partnerships help them:

- Making decisions with greater confidence and discernment
- Navigating difficult conversations with more skill and ease
- Delegating more effectively and building stronger team ownership
- Retaining the talented people they've invested in
- Moving through leadership transitions with clarity and intention
- Managing competing priorities without losing themselves in the process
- Leading with greater alignment between their values and their daily practice
- Experiencing stronger well-being and a more sustainable sense of self in their roles



I:1 Leadership Coaching Objectives



One-on-One (1:1) Leadership Coaching provides leaders with a dedicated space for reflection, growth, and intentional action in partnership with an experienced coach. Grounded in each leader's unique goals, values, strengths, and context, coaching supports personal and professional development through tailored 50-minute sessions – strengthening the whole leader in direct alignment with [KIPP's 2030 priorities](#) and [Leadership Competency Model](#).

Through coaching, leaders will:

- Strengthen self-awareness, confidence, critical consciousness, and equity-centered practice – leading with greater authenticity, clarity, care, and purpose – and deepen alignment between their values and how they lead every day.
- Build the mindsets, habits, and practices to steward strong instructional and organizational systems that support student success – creating equitable, inclusive, and thriving communities where adults and students flourish.
- Leverage their own strengths while cultivating the leadership capacity of those around them – building trusting relationships, fostering distributed leadership, and strengthening long-term organizational health through ongoing partnership and accountability.
- Create intentional space for reflection, visioning, and courageous growth – developing the agency, well-being, and sustainability that make lasting, meaningful leadership possible.

Learn more about the Coaching Program's Mission, Vision, and Objectives [here](#).

We are committed to making coaching accessible across our network. The following subsidies are available:

- **\$5,200** subsidy for Directors of Leadership Development (DLDs)
- **\$2,500** subsidy for Principal-In-Residence (PIR) within their 2nd year

In addition, we offer a limited number of awards through the *Pam Moeller Coaching Equity Access Scholarship*, which helps remove financial barriers to coaching. Learn more about the scholarship and the process for applying [here](#).

We offer coaching packages designed to meet diverse leadership needs, schedules, experience levels, and growth goals. Each package includes a [Trio Call](#) — a structured conversation between the leader, their coach, and their manager — as a required component that deepens alignment, strengthens accountability, and connects coaching to the leader's broader development context.

Please review the options below and choose the coaching package that fits your leadership needs and year.



Package 1: 12 calls for the year

- Designed for leaders seeking a lighter coaching cadence, participating in half-year coaching, or transitioning into a monthly rhythm of reflection and support after two or more years of coaching. This option is not available to leaders who are new to their roles or new to coaching.
- **Cost: \$3,900**

Package 2: 16 calls for the year

- Designed for leaders seeking a consistent coaching partnership throughout the academic year, typically from August through May, with breaks aligned to holidays and school calendars.
- **Cost: \$5,200**

Package 3: 20 calls for the year

- Designed for leaders navigating significant leadership demands, transitions, or ambitious growth goals who would benefit from a deeper and more consistent coaching cadence throughout the year.
- **Cost: \$6,500**

Deepen Your Coaching Experience: Optional Add-Ons

Enhance your coaching with a coaching visit — available in two formats to fit your needs:

- ★ Full-day, in-person site visit: **\$2,800** per visit | [Learn More Here](#)
- ★ Strategic Planning virtual visit: **\$1,250** per visit | [Learn More Here](#)



Invest in Your Leadership — Sign-Up Today!

The most impactful leaders do not lead alone. Invest in your leadership sustainability this year — and give yourself the same intentional development space you so generously create for others. It will be our absolute honor to walk alongside you.

To sign up for Leadership Coaching, allocate approximately 10 minutes to complete the SY26–27 coaching intake form [here](#).

Got Questions? Contact Dr. Philonda Grant, Senior Director of Leadership Coaching, at pjohnsongrantekipp.org.

SIGN UP