

How to Fund Your Leadership Coaching Engagement

A General Guide for Principals, Deputy Principals, and Finance Officers

Structured leadership coaching delivered by Shaun Healy Leadership Development constitutes evidence-informed professional learning. While schools do not apply for external "coaching grants," current systemic funding frameworks provide principals with the explicit mandate and justification to fund coaching directly from their school's internal professional learning budgets.

The Strategic Justification for Funding Coaching

Under the [Better and Fairer Schools Agreement \(BFSA\) 2025–2034](#), federal and state governments are significantly increasing school funding pools to meet explicit reform targets. A core priority of the BFSA is building "a strong and sustainable workforce".

By allocating internal budget to 1:1 leadership coaching, principals are directly meeting the following mandated BFSA and Victorian state requirements:

- **Evidence-Based Professional Learning:** The BFSA requires schools to improve access to high-quality, evidence-based professional learning for teachers and school leaders.
- **Leader Wellbeing and Retention:** The agreement explicitly mandates initiatives to strengthen school leader wellbeing and reduce workload.
- **Coaching Support mandates:** In Victoria, the Bilateral Agreement specifically outlines a commitment to support positive, safe, and supportive learning cultures through "coaching support and resources".

How Engagements Are Funded

Schools generally fund these engagements through one of the following existing streams:

Source	Notes
School Professional Learning Budgets	Principals have discretionary authority to allocate professional learning funds to individual leaders. Systemic agreements (like the BFSA) provide the justification for this expenditure.
Catholic Education/Diocese Allowances	Schools may utilise internal PL budgets or system-led initiatives aimed at supporting middle and senior leaders.
Independent School Board Allocations	Independent schools set their own PL budgets, with board-approved coaching expenditure being common at both middle and executive levels.

How We Help Make Compliance and Reporting Easier

We understand that school leaders are time-poor and face high accountability burdens. To support your funding acquittal and internal reporting requirements, Shaun Healy Leadership Development provides the commissioning school with:

- An **AITSL Standards Alignment Statement** confirming the evidence and standards basis for the engagement.
- An **End of Engagement Summary Report** documenting the total time invested, focus areas, and recommendations for future development.
- A compliant tax invoice with full GST details.

All engagements are delivered by a GCI Phase 4 accredited coach with EMCC EQA Practitioner Level equivalence.

Co-Funding and Split-Payment Options

We recognise that individual professional learning budgets are sometimes capped. If a coaching engagement exceeds a school's internal budget allowance, co-funding is a common and practical solution.

How it works: The school contributes its maximum allowable PL budget, and the participating leader voluntarily covers the remaining balance.

Seamless Invoicing: To ensure school accounting remains clean and straightforward, we will generate two separate invoices—one issued directly to the school for their approved portion, and one issued to the individual for the remainder.

Questions about funding your coaching engagement?

Get in touch to discuss how a coaching engagement can be structured to align with your school's professional learning budget and priorities.

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Disclaimer: The information provided in this document is intended as a general guide only and does not constitute formal financial, legal, or tax advice. While every effort has been made to ensure the accuracy of this information regarding the Better and Fairer Schools Agreement (BFSA) and enterprise bargaining agreements, systemic funding policies and ATO tax regulations are subject to change. Schools and individuals must independently verify their funding eligibility with their relevant governing body and should consult with a qualified accountant or financial advisor regarding tax deductions and personal financial circumstances.