

AITSL Standards Alignment Statement

For Shaun Healy | Leadership Development Coach - Last Updated: 15 July, 2026

Coaching engagements offered by Shaun Healy are informed by and aligned with the following national professional standards frameworks:

[Australian Professional Standards for Middle Leaders \(2025\)](#)

Structured 1:1 coaching directly supports the development of the enabling dispositions and knowledge identified in the Middle Leader Standards, including self-reflection, building relational trust, interpersonal courage, solving complex problems, perseverance and resilience. This is regularly supported by the nature of coaching as a mode of professional development for leaders.

Supporting and preparation resources encourage participants to engage with the Middle Leader Standards as a developmental reference point for reflection, goal setting and growth planning.

How are the enabling disposition, knowledge and skills supported?

Middle Leader Standard	How coaching supports this capability
Self-reflection	Structured reflection is embedded throughout every engagement via guided pre-session preparation, mid-month check-ins, and retrospective final sessions.
Interpersonal courage	Coaching provides a confidential, independent space for leaders to practise difficult conversations, set boundaries, and act with greater intentionality.
Building relational trust	Leaders are challenged to examine team dynamics, identify relationship challenges, and develop strategies for building trust with colleagues and teams.
Perseverance and resilience	Engagement across three to nine months builds sustained leadership habits, equipping leaders with tools to remain agile and effective as circumstances change.
Solving complex problems	Each engagement develops practical strategic thinking, goal-setting and action planning skills that leaders apply directly in their role.
Using relevant knowledge	Coaching is informed by evidence-based leadership practice and tailored to the specific context, sector and improvement agenda of each leader.

[Australian Professional Standard for Principals](#)

Coaching for senior and executive leaders is informed by the Principal Standard, with particular focus on developing self and others, leading improvement and innovation, and building the personal and interpersonal capabilities that underpin effective school leadership.

Principal Standard	How coaching supports this practice
Developing self and others	Sustained coaching builds the principal's own reflective practice, strategic thinking and capacity to support leadership growth in those around them.
Leading improvement and innovation	Coaching supports principals to design and monitor improvement strategies, maintain focus across competing priorities, and lead with greater intention.
Personal and interpersonal skills	Independent coaching provides a confidential space for principals to examine their leadership impact, communication and relationships without the constraints of internal structures.

Coaching Delivery

Coaching is delivered by a Growth Coaching International Phase 4 accredited coach, holding the equivalent EMCC EQA Practitioner Level credential. All engagements are structured, evidence-informed, and tailored to the specific leader, school context, and relevant professional development goals.

A summary report provided at the conclusion of each engagement supports the school or organisation's professional learning documentation requirements.

Documentation and Reporting

*The role of coaching is **not** to assess leaders against professional standards.* However, to support professional learning records and funding acquittals, the following documentation is provided in the course of or at the conclusion of each engagement:

Documentation	How coaching supports this practice
End of Engagement Summaries	A report for the commissioning school or organisation, documenting total time spent, overarching focus areas and recommendations from each engagement. Individual leaders receive their own report for their professional learning records.
Session Resources and Notes	Session notes, preparation and action planning materials provided to the participating leader throughout the engagement.
AITSL Standards Alignment Statement	This AITSL Standards Alignment Statement is available for inclusion in professional learning records/compliance reporting.

Questions about your coaching engagement?

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

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