



Executive Coaching Services & Pricing Guide



www.revolutionary-ed.com

Meet OUR TEAM

Revolutionary ED, LLC leads, extends services and facilitates with vision, integrity, and passion. Our team takes great pride in ensuring that our clients are engaged and involved in the learning process through collaboration, customization and care.

CEO & CONSULTING PARTNERS



Dr. Gregory C. Hutchings, Jr.
FOUNDER AND CEO



Micah Miurray
CONSULTING PARTNER



Dr. Phyllis C. Pajardo
CONSULTING PARTNER



Dr. Terri L. Mozingo
CONSULTING PARTNER



Dr. John L. Brown
CONSULTING PARTNER



Noah Dougherty
CONSULTING PARTNER

Mission, Vision & Core Values

Mission

The mission of Revolutionary ED, LLC is to support and empower school systems to achieve true systemic transformational change that has a positive and sustainable impact on the social, emotional, and academic learning of every learner.



Vision

The vision of Revolutionary ED, LLC is to completely dismantle systemic racism in education and promote antiracism through cultural responsiveness, diversity, equity, and inclusion within school systems across the world.



Core Values

The core values of Revolutionary ED, LLC are Vision, Integrity, and Passion (VIP).



My Coaching Journey

My journey as an educational leader spans over two decades, driven by a commitment to creating equitable opportunities for all students. I have served in diverse roles, including college admissions counselor, teacher, school principal, central office administrator, superintendent, and now as an assistant professor at Howard University. My advocacy for Black, Indigenous, and People of Color (BIPOC) and racial equity led me to establish Revolutionary ED, LLC, where we support schools in dismantling systemic racism. I have been honored with awards like the 2022-23 Region IV Superintendent of the Year and have contributed insights to CNN, NPR, and EdWeek. My educational background includes a doctorate from the College of William & Mary, and I am a proud life member of Alpha Phi Alpha Fraternity, Incorporated.

Through Revolutionary ED, LLC, I focus on empowering Black educational leaders to navigate and overcome systemic barriers. My coaching approach is culturally responsive, evidence-based, and emphasizes self-care and equity advocacy. Personal and professional experiences, along with being a proud father and husband, have deepened my understanding of the unique challenges faced by Black leaders. My mission is to uplift educational leaders, fostering an equitable education system that serves all students especially students of color and ensuring they make significant impacts in their communities.



"Coaching is essential for Black Educational Leaders to truly implement transformational and sustainable change within their school or school system"

-Dr. Gregory C. Hutchings, Jr.

Our Approach



01 CONSULTATION

Revolutionary ED, LLC will hold an initial consultation with the Thought Partner (educational leader) to discuss the engagement, set expectations, outline the coaching process, and agree on timings and expected outcomes.

02 ASSESSMENT

A comprehensive leadership assessment and 1:1 session will be conducted using culturally relevant tools to gather information about the educational leader's experiences, career success, obstacles, and driving values. This includes an on-site visit to observe the leader in their professional environment, ensuring a holistic understanding of their leadership context and the unique challenges they face.

03 ACTION PLAN

An action plan will be developed collaboratively, along with a progress monitoring tool. This plan will focus on what is crucial and practical to achieve the educational leader's goals, incorporating specific, measurable, achievable, relevant, and time-bound (SMART) objectives. Emphasis will be placed on strategies to advocate for equitable education for students of color and personal self-care practices.

04 COACHING

Engaging in regular "Hutch Huddles," the educational leader will receive 1:1 coaching sessions to discuss progress, overcome barriers, and refine focus areas. Sessions will include reflective practice, questioning techniques, and strategic thinking exercises tailored to the unique challenges of leading schools serving predominantly students of color.

Executive Coach Responsibilities

- ✓ Collaborate with the educational leader to explore leadership outcomes and discover new insights as equals.
- ✓ Provide clear, nonjudgmental questioning and act as a sounding board.
- ✓ Facilitate learning and help identify clear leadership goals.
- ✓ Transform learning and insights into actionable steps.
- ✓ Empower the educational leader to navigate challenges and progress towards goals.
- ✓ Uphold the leader's action plan and needs without imposing a personal agenda.



Educational Leader (Thought Partner) Responsibilities

- ✓ Communicate honestly and be open to feedback and support.
- ✓ Commit time and energy to fully participate in the coaching partnership.
- ✓ Take responsibility for their own learning and growth.
- ✓ Express specific needs if they are not being met in the partnership.
- ✓ Prioritize self-care to maintain personal well-being and effectiveness.



EXECUTIVE COACHING Package

Revolutionary ED, LLC provides comprehensive executive coaching tailored for Black educational leaders, emphasizing culturally responsive methods, self-care, equity advocacy, and promoting systemic change. Through a structured approach, we support school leaders in achieving their professional goals while addressing the unique challenges they face.

SERVICES PROVIDED:

- ✓ Initial Consultation: 60 Minutes
- ✓ (3) On-site Visit and Shadowing
- ✓ On-site Visit and Shadowing: 6 hours
- ✓ 360 Leadership Assessment with 1:1 Session
- ✓ (2) Guide Books and Journal
- ✓ (1) Action Planning Session: 90 Minutes or two 45-Minute sessions
- ✓ (10) Executive Coaching Sessions: 60-Minute sessions
- ✓ Support Phone Calls: Four 15-Minute calls per month as needed

YOUR INVESTMENT
\$20,500

9 KEY COACHING PILLARS

1

Culturally Responsive Coaching

Tailor coaching to address the unique challenges and strengths of Black educational leaders, considering the specific needs of their school environment and community.

2

Focus on Reflective Practice

Encourage educational leaders to engage in reflective practice, analyzing their actions and decisions to promote continuous improvement.

3

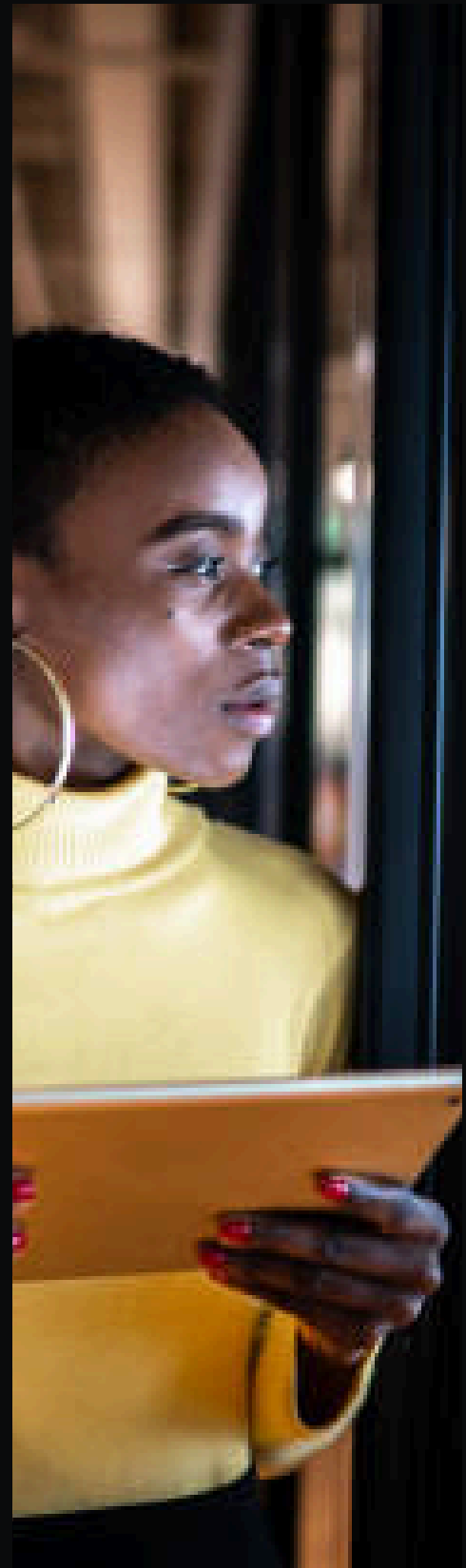
Emphasis on Emotional Intelligence

Develop educational leaders' emotional intelligence to enhance their ability to manage relationships, communicate effectively, and navigate the complexities of educational leadership.

4

Leadership Competency Development

Strengthen core leadership competencies such as instructional leadership, change management, and community engagement.





5

Sustained Support

Provide ongoing support and resources beyond coaching sessions to ensure lasting impact and development.

6

Self-Care Integration

Incorporate self-care practices into the coaching process to ensure educational leaders maintain their well-being and resilience.



7

Equity Advocacy

Equip leaders with strategies to advocate for and implement equitable education practices for students of color.

8

Addressing Black Fatigue

Acknowledge the physical and emotional toll of systemic racism and provide tools to manage and combat Black fatigue as described by Mary Frances Winters.

9

Encouraging Good Trouble

Encourage educational leaders to engage in "good trouble" by challenging inequities and pushing for systemic change, drawing from themes in "Getting Into Good Trouble at School" by Hutchings and Reed.

FAQs

EXECUTIVE COACHING SERVICES

What is executive coaching?

Executive coaching is a professional development process that helps leaders enhance their skills, overcome challenges, and achieve their goals through personalized one-on-one sessions.

Who can benefit from executive coaching?

Executive coaching benefits educational leaders at all levels, including principals, administrators, and superintendents, particularly those committed to advancing equity and dismantling systemic racism in their institutions.

How is executive coaching different from mentoring or consulting?

Unlike mentoring, which is advice-based, or consulting, which provides solutions, executive coaching focuses on empowering leaders to find their own solutions and develop their potential through guided reflection and strategic planning.

What can I expect during an executive coaching session?

During a session, you can expect a confidential, supportive environment where we discuss your goals, challenges, and strategies for growth. Sessions may include reflective practice, feedback, and action planning.

How often are coaching sessions held?

Coaching sessions are typically held once or twice a month for an hour. The schedule can be adjusted based on your needs and availability.

FAQs

EXECUTIVE COACHING SERVICES

What is the duration of the executive coaching program?

Our standard executive coaching program lasts six - ten months, including ten 60-minute sessions, along with additional support calls as needed.

How is the coaching tailored to my specific needs?

The coaching is customized based on a comprehensive assessment of your leadership experiences, challenges, and goals. This personalized approach ensures that the coaching aligns with your unique context and objectives.

What tools and methods are used in executive coaching?

We use culturally relevant tools, evidence-based methodologies, and reflective practices. This includes Gallup leadership assessment, strategic thinking exercises, and action planning framework.

How does the coaching address issues of equity & systemic racism?

The coaching emphasizes equity advocacy, helping leaders develop strategies to dismantle systemic racism and create inclusive environments. It integrates culturally responsive practices and addresses the unique challenges faced by Black educational leaders.

How will I measure the success of the coaching program?

Success is measured through progress towards your specific goals, improvements in leadership effectiveness, and feedback from assessments and stakeholders. Regular reviews and adjustments ensure ongoing development.

Let's Get Started!

For further information, please visit our website at www.revolutionary-ed.com. We look forward to partnering with you on this transformative journey. If you have any questions or need additional details, feel free to reach out to us at info@revolutionary-ed.com.

[SCHEDULE A ZOOM](#)

[LEARN MORE](#)

Thank you for considering Revolutionary ED, LLC for your executive coaching needs. Our goal is to empower Black educational leaders to overcome challenges and create equitable learning environments. We hope this guide has provided a clear understanding of our approach and services.



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