



Coaching Guide: Resource Mapping & Matching

Effective facilitators engage in reflection as a way to continuously hone their craft as a facilitator. Reflection allows for the cognitive processing that is needed to further momentum and actions of schools.

Just as sites engage in the Improvement Cycle using Facilitators, Facilitators engage in the Improvement Cycle using Coaches. External coaching provides focus and structure to the reflection process.

Desired Outcomes of Resource Mapping & Matching

- Increased understanding of effective and efficient utilization of resources for transformation
- Increased understanding of matching or selecting resources aligned with Priorities and Vision
- Utilization of existing resources in new ways or previously un-tapped resources
- Identification of unmatched resources that will be explored with SWIFT Center TA Coordinator
- A summary report of possible and matched resources for each Priority and next steps for utilizing identified resources

Coaching Questions After Resource Mapping & Matching

1. On a scale of 1-10, how close was that Resource Mapping & Matching process to your ideal?
2. What pleased you about it? OR Why didn't you select "1"? What DID you do that aligned with the outcomes/process Resource Mapping & Matching?
3. What would have to change to move your assessment of the process closer to a 10?
4. What would team members be doing differently? What would that look like or sound like?
5. How could we measure that change?
 - Identify a measurable goal
 - Confirm with the Facilitator that the identified goal is the one he or she really think is important. If not, repeat until a meaningful goal is set
6. Review the list of effective facilitator strategies.
 - Discuss ways to use or ramp up the strategy to achieve the goal.
7. Specific to the desired outcomes of the Resource Mapping & Matching process, were the outcomes achieved by the team? (i.e., understanding of effective & efficient utilization of resources, matching/selecting resources aligned with priorities and vision, identification of unmatched resources, and summary report/next steps)
 - What needs to happen so that the outcomes are achieved?



Reflections:

Goals:

Strategies to Achieve Goal:

Next Steps * :

If the Facilitator set a goal and selected strategies specific to the Resource Mapping & Matching (RMM) process and will not be facilitating this process in the near future, a next step needs to include establishing a meeting date prior to the scheduled RMM process in order to review and refresh the plan.



Coaching Follow-Up

Within a week of the Resource Mapping & Matching process, a follow-up meeting should occur. The following questions can guide the follow-up:

1. Given the goal you selected at the last coaching meeting, reflect on how you facilitated the RMM process today.
2. Did you meet (or make progress toward) your identified goal?
 - If yes, what do you think made the biggest difference? How did it impact the process? How can you continue to refine your use of the strategy?
 - If no, do you want to stick with the chosen strategies or consider something different?
 - If you stay with the chosen strategies, what could be done differently to increase its impact?
 - If you want to consider something different, what do you think would help the team achieve different outcomes from the process? How can you leverage strengths of the team and your own strengths?
3. What are your next actions?

Reflections:

Was the Goal (or progress) Attained?

Plan for Sustaining or Refining Strategy:

Next Steps*:

Adapted from Knight, J. (2014). What Coaches Do. Lawrence, KS: Instructional Coaching Group.