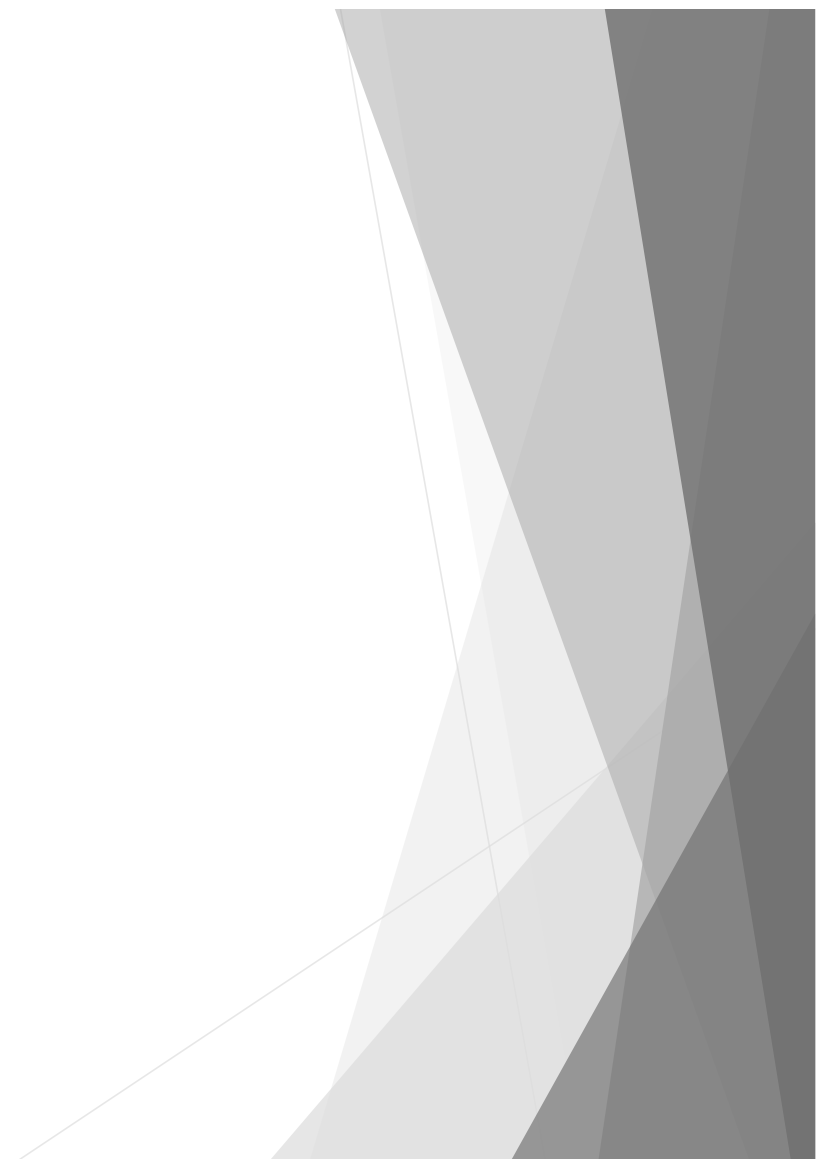




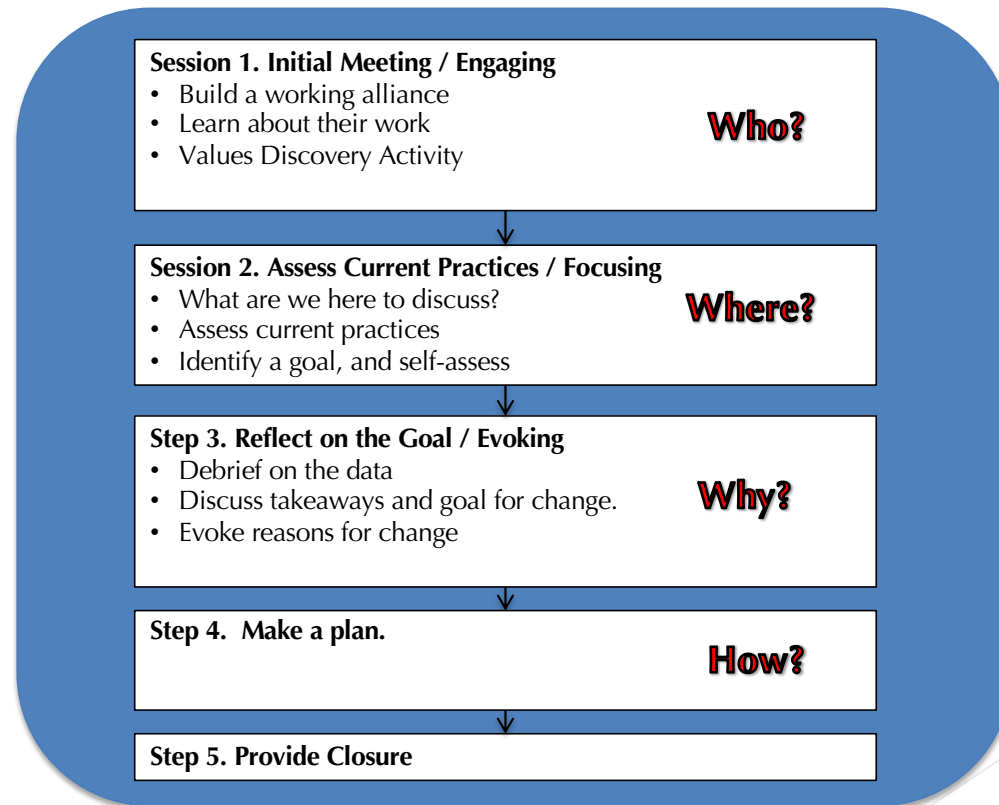
Motivational Interviewing for School Coaches

Funded by: Institute for Education Sciences
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Module D:
the Planning Process



Coaching model...

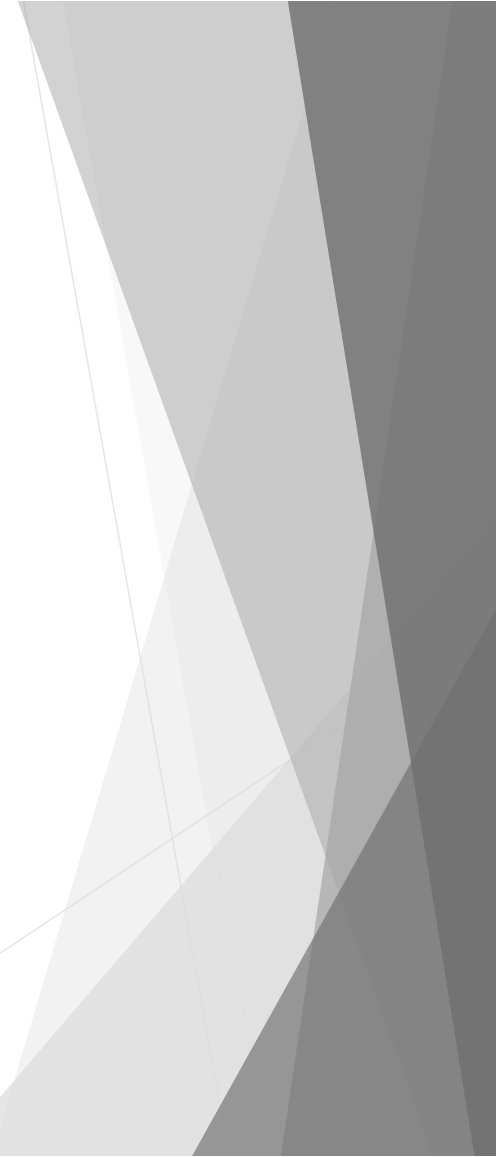


Planning for Change.

The planning process should culminate in a specific plan of action that targets the areas in need of improvement discussed earlier in the session.

Teachers should:

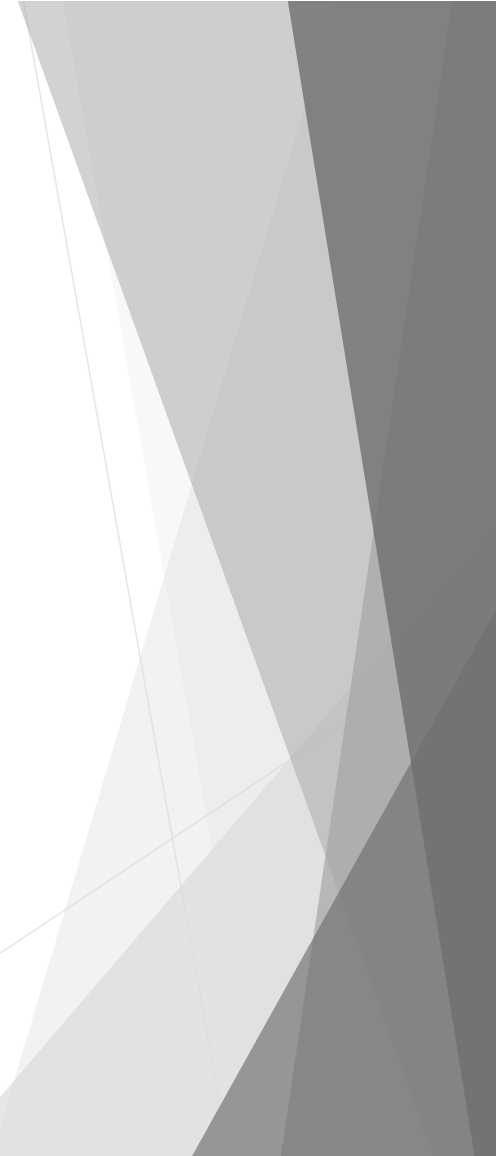
- Express commitment to change, and
- Leave with an action plan.



Ready for Planning?

How do you know?

- decreased resistance
- resolve to change
- increased change talk
- questions about change
- envisioning change
- experimenting with change, and
- requests to get on with implementation



Transition from Evocation to Planning

Affirm initial ideas regarding steps to take towards positive change.

“You’ve clearly given [some / a lot] of thought to how you want to get started.”

Introduce **collaborative** problem-solving process.

- *How do you feel about us working together to create an action plan for those factors you noted you might want to maintain or improve?*
- *You’re the expert here, you know your teaching ability and you know your students, so you will know what works best. I’m here to facilitate, so I might have some ideas to offer.*

First brainstorm...

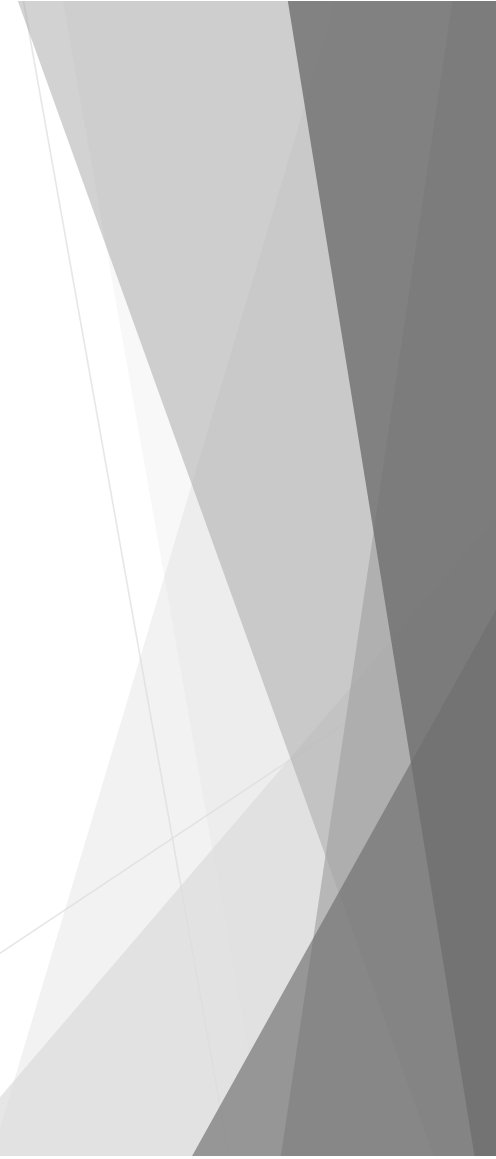
- *What has helped in the past?*
- *What have you seen work for others?*
- *Do you want me to offer some ideas? EPE works well here!*

Encourage them to select the best solution(s)

- *You came up with some great ideas! Among the solutions you generated, which one(s) would you like to try out? Agenda Map if necessary!*

Mobilize!









- *Preparing: What would be a first step?*
- *Setting a date: When could you do that?*





Evoking Hope
& Confidence

Differentiating Motivational Obstacles to Change

		Importance	
		High	Low
Confidence	High	 Importance  Confidence	 Importance  Confidence
	Low	 Importance  Confidence	 Importance  Confidence

Eliciting and Strengthening Confidence Talk

- The Confidence Ruler
- Evocative Questions
- Reviewing Past Successes
- Affirming Strengths
- Brainstorming
- Giving Information and Advice

