

PREPaRE implementation – Sample Coaching Questions

Woitaszewski, S.A., & Savage, T. A. (2018)

Establishing implementation coaches for PREPaRE can help ensure the sustainability of the system. Coaches can help safety and crisis teams remain accountable to best practice strategies and provide needed support and perspective. Coaches could be individuals external to the school or someone who works with and is part of the school-based team. The following are sample categories and questions that could be raised by internal or external PREPaRE coaches or leaders.

CELEBRATING SUCCESS

Sample Questions	Notes
<ul style="list-style-type: none"> • “As we look at the implementation fidelity checklist we created, what stands out as our biggest school safety and crisis responses successes so far?” • “When we met last time, we identified _____ as an ongoing school safety need. What positive steps were taken to continue our progress?” (GOAL: reinforce how even small steps are helpful).” 	

REINFORCING KEY SUPPORTS AND RESOURCES

Sample Questions	Notes
<ul style="list-style-type: none"> • “Internally, within this school, what positive supports and resources are in place for school safety and crisis response so far? What else might be needed?” • “As we think about the roles of external partners in this process, what key resources have helped? What is still needed? Might additional collaboration with external partners help move us along?” • “How is the team utilizing existing structures and systems within the school? How are PREPaRE best practices being integrated into those existing structures?” • “How can we tap into our strength with _____ to leverage our need to improve _____?” 	

ADDRESSING & NORMALIZING COMMON GROWING PAINS

Sample Questions	Notes
<ul style="list-style-type: none"> • “What kind of challenges or side-effects have resulted from implementing _____?” • “Perhaps we could have predicted some of those challenges, as _____ is often common when teams change _____...” • “Is there a way to genuinely reframe the challenges we are experiencing? Experiencing bumps in the road doesn’t mean our plan is not working; in fact, it might be evidence that positive growth is occurring...” 	

ADDRESSING BARRIERS

Sample Questions	Notes
<ul style="list-style-type: none"> • “As we work on implementing _____, what barriers are still in place? What resources are still needed to address any hurdles noted? What key stakeholders could help us make progress in those areas?” • “On a scale of 1-10, where are we at with implementing _____? What would it take to improve to even a slightly better level of _____ (1-10) for that strategy?” 	

REINFORCING THE NEED TO BE DATA-INFORMED

Sample Questions	Notes
<ul style="list-style-type: none"> • “What data support the need to keep pushing forward those school safety statements/ideas/goals? Do we have national trend research data or locally-collected data that run counter to what we are saying/doing?” • “So, without data to inform that new school safety initiative, what do you think is behind the movement to implement it? Are there harmful side-effect involved in continuing this initiative? Do the potential benefits outweigh the costs?” (NOTE: may help highlight fear-based decision making, community pressures, biases, etc.) 	

RESPECTFULLY CLARIFYING CONCERNS

Sample Questions	Notes
<ul style="list-style-type: none"> • “So, let me play that back for us to hear out loud...we have stated that _____ is a school safety priority, yet we have rated the resources and time to implement that priority as being only at a level of 3 out of 10? Do we all agree that is really the case? Is that sustainable? How can we be advocates for a change here?” • “So, help me to understand why we are doing _____ when before we said _____...” • “If a member of the crisis team were on the stand in a courtroom, being questioned by an attorney knowledgeable about school safety and crisis response best practices, would we be comfortable with that team member reporting we are doing _____ and not doing _____?” • “Are you comfortable you have taken reasonable actions to maintain order in this school? That usually involves ensuring strong physical safety practices, psychological safety initiatives, staff training, evolving safety plans, and active safety and crisis teams...is that what is happening here?” 	

SUSTAINING PRIORITIES

Sample Questions	Notes
<ul style="list-style-type: none"> • “We have created several important goals and great ideas for our long-range strategic plan, but what is our BIG priority yet for this year? What does the team need to do to make sure that happens?” • “Sometimes it’s not possible to ensure every school safety or crisis response strategy is perfectly in place...what shortcomings can we live with for now? What can we not afford to miss or let go?” • “How are we addressing our 5-year action step plan? What additional support or resources would help?” • “Regarding any changes in plans over time, did those come about due to thoughtful/careful adaptations to the plan? Or, is this best viewed as “drift” from stated priorities?” 	