**GROW Model Steps and Questions**

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| **Acronym & Description:** | **Example Questions: (school or individuals)** |
| **G-Goal >** Long term aspirations and focus for the coaching session or team meeting. | What do you want to achieve?  What is important to you right now?  What areas do you want to work on?  Describe your perfect world.  What will make feel like this time was well spent?  What do you want kids to know and do?  Why are you doing SW-PBS?  How might this be able to impact the community?  What are you hearing? |
| **R-Reality >** Current situation and beliefs held by group or individuals. | What has contributed to your success so far? Where are you in relation to your goal?  Does your gut agree with this?  Are there other perceptions that agree or disagree with this?  Paint me a picture  Tell me more  What’s working right now  Tell me the story without numbers  What progress have you made toward your goal?  How do you feel when you walk in the door?  How do you think kids feel? Parents feel?  Does this goal conflict with any other goals? |
| **O-Options >** The possibilities for action and resources available | What are your options?  How have you tackled similar situations before?  Who do you know who has encountered a similar situation?  Don’t use the same solutions because they are not working. Think outside your box.  Who do you know who has encountered a similar situation?  What idea would put up here to leave the ideas as a crazy lady?  What is something we/you have not tried?  If anything is possible, what would you do?  What could you do differently?  What else?  What would your alter ego do?  What might our students say would be a great solution?  What might your community think would be a solution?  If you had to give me 3 more ideas what would those be?  If you had to do it tomorrow what would you do?  If resources were no option what would you do?  If money or time was not an option what would you do? |
| **W-Way Forward >** Actions that will be taken to achieve goals. | What are viable choices?  Which options are working smarter not harder?  Which options are going to give you the most bangs for your buck?  Which options are you going to get you, your staff or students to buy in?  What action will you /we take?  When will you /we start?  Who will you /us help?  How will you /we know you’ve been successful?  What will this look like if it is fully implemented in your school (classroom)? |