

Figure 9.2: GRASP Map

Teacher: _____ Date: _____

Coach: _____ Focus area: _____

Phase 1: Growth Recognition (5–7 minutes)*Developmental Patterns*

Document specific growth indicators observed today.

Impact Evidence

Note concrete examples of teacher impact.

- Student learning: _____
- Colleague support: _____
- Professional innovation: _____

Phase 2: Relationship Building (5–7 minutes)*Connection Points*

Identify moments that strengthened professional relationships.

- Collaborative success: _____
- Shared learning: _____
- Team support: _____

Trust Indicators

Document evidence of growing professional trust.

- Risk taking: _____
- Vulnerability: _____
- Open dialogue: _____

Phase 3: Appreciation Mapping (5–7 minutes)*Recognition Network*

Map appreciation flow within the professional community.

- From colleagues: _____
- To colleagues: _____
- Across teams: _____

Cultural Impact

Note how appreciation affects school culture.

- Department level: _____
- Grade level: _____
- Schoolwide: _____

Phase 4: Sustainability Planning (5–7 minutes)

Structure Development

Plan ongoing appreciation supports.

- Documentation systems: _____
- Recognition routines: _____
- Communication channels: _____

Integration Points

Identify where appreciation is naturally embedded.

- Meeting structures: _____
 - Professional development: _____
 - Daily operations: _____
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Phase 5: Professional Analysis (5–7 minutes)

Pattern Recognition

Note emerging appreciation trends.

- Growth areas: _____
- Challenge points: _____
- Success indicators: _____

Next Steps

Plan strategic appreciation actions.

Coach's Analysis

Development Focus

- Primary growth edges: _____
- Support priorities: _____
- Challenge areas: _____

Strategic Planning

- Next observation focus: _____
- Coaching emphasis: _____
- Resources needed: _____

Guidelines for Use

- Complete the map weekly or at significant growth points.
- Spend no more than 30–35 minutes total.
- Focus on specific, observable indicators.
- Balance individual and collective impact.
- Create clear, actionable next steps.
- Maintain a regular completion schedule.

Monthly Review Notes

- Growth patterns: _____
- Implementation success: _____
- Needed adjustments: _____
- Celebrations: _____