

WB Coaching Case Method Facilitator Guide

Purpose of the Session

The Case Method session is designed to help educators develop professional judgment in complex behavioral situations through structured analysis of real classroom cases.

The goal is not to arrive at a single “correct” answer, but to:

- explore decision-making under pressure
 - understand the impact of different responses
 - build alignment across staff
 - translate discussion into actionable plans
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Session Overview

1	Case Exposure (Individual)	5–7 min
2	Collaborative Analysis (Small Group)	10–15 min
3	Structured Share-Out (Whole Group)	10–15 min
4	Decision Framework (Action Planning & Application)	10–15 min

Materials Needed

- Case study (printed or digital)
- Individual worksheet
- Group worksheet
- Action Planning worksheet section
- Timer
- Chart paper or whiteboard (optional)

Step 1: Case Exposure (Individual Thinking)

Time: 5–7 minutes

Facilitator Directions

- Distribute the case study and individual worksheet
- Ask participants to read silently and complete responses independently

What to Say

“Take a few minutes to read the case and respond individually. Focus on what you would do in this situation—before hearing from others.”

Facilitator Notes

- Do not allow discussion yet
- Emphasize independent thinking
- This step is critical for surfacing authentic responses

Step 2: Collaborative Analysis (Group Work)

Time: 10–15 minutes

Facilitator Directions

- Divide participants into small groups (3–5 people)
- Direct them to the group worksheet
- Ask groups to discuss and complete together

What to Say

“Now, share your thinking with your group.

Notice where your responses are similar and where they differ.”

Facilitator Notes

- Circulate and listen for key themes
- Do not correct or steer too early
- Encourage all voices to participate

Step 3: Structured Share-Out (Whole Group)

Time: 10–15 minutes

Facilitator Directions

- Bring the group back together
- Ask each group to share key points
- Capture responses on a board if possible

What to Say

“Let’s hear how different groups approached this.
What decisions did you make, and why?”

Follow-Up Prompts

- “What might happen if that approach is used?”
- “What are the risks of that decision?”
- “What else could be considered?”

Facilitator Notes

- Avoid labeling answers as right/wrong
- Focus on consequences and reasoning
- Highlight patterns across groups

Step 4: Decision Framework (Action Planning & Application)

Time: 10–15 minutes

Facilitator Directions

- Direct participants to the Action Planning section of the worksheet
 - Ask teams to apply their discussion to:
 - real students
 - real classroom situations
 - current systems
 - Support groups as they develop:
 - intervention strategies
 - response plans
 - alignment across staff
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What to Say

“Now we’re going to apply what you discussed in your groups to your/our own setting. Use the Action Planning section to think about how this shows up with your students—and what your team will do moving forward.”

Facilitator Notes

- This is the most important step of the session
- Push for specific, actionable plans
- Guide teams away from vague ideas toward:
 - clear actions
 - shared language
 - consistent responses

Why It Matters

- Transfers learning directly into classroom practice
 - Supports development of real intervention plans
 - Aligns staff responses across settings
 - Strengthens documentation for behavior plans (IEPs, BIPs)
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Closing Reflection (Optional – 2–3 minutes)

Ask Participants

- “What is one takeaway you can apply immediately?”
 - “What is one change your team will commit to trying?”
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Facilitator Mindset

- You are guiding thinking—not delivering answers
- Disagreement is productive
- The goal is clarity, not consensus
- Stay grounded in real classroom practice

Expected Outcomes

After the session, educators should:

- Think more deliberately before responding to behavior
- Recognize multiple perspectives in complex situations
- Feel more confident navigating uncertainty
- Be better aligned with colleagues
- Leave with actionable strategies they can implement immediately