

## Build the Racecar — People/HR Mapping Worksheet

**Purpose:** Build the Racecar is a fast, people-centered facilitation tool that helps district teams visualize how talent, roles, and operations work together to move an initiative. In 35–55 minutes, teams surface cross-functional dependencies, capacity gaps, and risks, then convert top insights into two concrete moves with owners, timelines, and success metrics. Use it in cabinet retreats, principal meetings, or school improvement huddles to align HR, Teaching & Learning, Finance, and Operations around near-term, high-leverage actions.



<b>Car Part</b>	<b>Our District Reality (names, numbers, specifics)</b>
Steering Wheel (Demand/Leader)	
Passengers (Who & How Many?)	
Chassis (Space/Structure)	
Motor (Talent Supply)	
Fuel (Inputs feeding the motor)	
Wheels (Enablers touching the ground)	
Street/Track (Conditions/Constraints)	
Pit Crew (Rapid support)	
Dashboard/Finish Line (Metrics/Outcomes)	
Cross-Functional Map (Leads/Partners/Informed)	

### **Quantity Quick Math (names & numbers that matter this term):**

Vacancies to fill by role/campus	
Coverage needed (subs/periods/week)	
Certification pathway seats / PD days	

### **Risk & Opportunity Sweep:**

- Biggest friction on the street/track: \_\_\_\_\_
- Single “wobbling wheel” we can fix fastest: \_\_\_\_\_
- Critical dependency we must secure (team/person): \_\_\_\_\_

### **Dot-Vote Results (top 2 priorities):**

Priority 1 (votes: <u>   </u> )	
Priority 2 (votes: <u>   </u> )	

### **Convert to Action (for the two priorities):**

Priority	Owner	First Move	By When	Partners	Success Metric

*Tip: If time is tight, do Steering → Motor → Wheels → Street, then jump to actions.*

