

This survey is meant to provide feedback to a school leadership team to help guide future areas of growth. This is adapted from the work of Stephen Covey, Michael Fullan and Andy Hargreaves. A scale of 1-4 should be used: one being the lowest, two the second lowest, three higher, four the highest.

HUMAN CAPITAL	1	2	3	4
I create positive energy every day and help stakeholders examine limiting mindsets.				
I maintain a clear focus on student learning.				
I have a clear message of my expectations for staff and students regarding learning.				
I limit the number of goals to a maximum of three per school year.				
I maintain the importance of social emotional learning for a safe risk-free environment and reinforce the strengths in every student and teacher often. <i>People don't care how much you know until they see how much you care.</i>				
I help all members of the school community use a growth mindset.				
I expect the entire school community to create an inclusive respectful environment. Everyone belongs.				
I clearly communicate the importance of monitoring growth and expecting success of our at-risk population.				
I visit classrooms nearly everyday and provide honest descriptive feedback to teachers.				
I develop and scaffold teacher leaders and distribute the leadership in the school.				
I support teachers to see their strengths and potential.				
I help all teachers and students evaluate at least twice yearly the strengths and weaknesses of living out the school mission, vision and beliefs so that everyone is aligned to create this end result.				

I help all teachers to improve instruction with 100% student engagement.				
I develop a mentoring program for new teachers in this school so they understand how to teach and what we expect in learning at our school.				
I place the best teachers with students with the greatest needs.				
I communicate clearly the co-created school goals, action steps and data systems that are monitored system-wide.				
We ensure that all students are engaged in learning.				
We hire great teachers who work well with others and collaborate with their colleagues regularly.				
We track our goals and we celebrate our growth towards these goals.				
I provide clear organized communications for all stakeholders.				

SOCIAL CAPITAL	1	2	3	4
Our school has high expectations for the learning for ALL students and staff. These expectations include exemplar work samples so everyone knows the goals.				
As teachers, every student's success belongs to the whole school.				
Our moral purpose is our driving force.				
Trust and respect is valued for all members of the school community.				
Teachers feel supported in this school.				
Trust between teachers is high.				
Trust between teachers and families is high.				

Trust between the principal and teachers is high.				
Teachers take leadership roles in this school.				
The culture of this school is vibrant.				
The school parent community has a voice in our school.				
Collaboration is regularly scheduled and valued in this school.				
The whole child philosophy is valued in this school.				
Teachers learn from one another and the principal provides release time for teachers to observe one another.				
Teachers create a responsive classroom environment.				

DECISION MAKING CAPITAL	1	2	3	4
The school leadership team collaborates with teachers on important decisions regarding school goals, needs, schedules, and PLC teams.				
The school has developed protocols for decision-making and problem-solving.				
Decisions are made based on research and evidence-based practices.				
Vertical teams meet every trimester to analyze the success of students.				
Students are provided agency and voice in their learning.				
Our school stays focused and prioritizes student success.				
Students have leadership roles in the school.				
Students have a voice in the school community in order to create a strong school culture.				

The curriculum is tightly aligned to the CCSS at a level of rigor that matches the PARCC testing.				
Teachers have a voice in the selection of materials.				
Teachers analyze formative assessments to identify needs to support instruction needs each week.				
I would not want to work in any other school.				
My principal supports my instructional decisions each day.				
This school faculty creates fidelity in instruction				
This school creates interdependent teams that lead the school's decision-making.				

200 is a perfect score

If you score between 120-150, please note that I am available to provide a free consultation with you. Email me to schedule this consultation at KATHLEEN@GREATNESSUNLEASHED.COM/

Kindest regards,
Kathleen