

Promoting the Development of Schools and Staff

- Read each question and rate yourself by marking the appropriate box (never or almost never; sometimes but not often; periodically, sometimes; frequently; always or almost always).
- When you finish, look for patterns of strengths and areas for growth.
- Create an action plan that includes opportunities for expressing your strengths and developing your areas for growth.

| Challenging/Growth Mindset | Never or almost never | Sometimes, but not often | Periodically, sometimes | Frequently | Always or almost always |
|---|-----------------------|--------------------------|-------------------------|------------|-------------------------|
| Do you present questions and experiences for others that will challenge them and help them grow? | | | | | |
| Do you see the possibilities in others and act to make them more likely? | | | | | |
| Do you create an environment where people will have to take on new tasks and roles? Do you scaffold such experiences and situations? | | | | | |
| Do you model and support experiential pedagogies for students? Do you do the same for staff? | | | | | |
| Are you okay with failure, and have you created a safe culture where staff and students are not afraid to fail? | | | | | |
| Do you encourage and support staff in earning degrees and certificates and taking on new and challenging roles? | | | | | |

| Enriching | Never or almost never | Sometimes, but not often | Periodically, sometimes | Frequently | Always or almost always |
|--|-----------------------|--------------------------|-------------------------|------------|-------------------------|
| Do you prioritize innovation, especially toward enriching the learning and developmental contexts in the school? | | | | | |
| Do you focus on the professional growth of your staff? | | | | | |
| Do you lead book studies and other study groups with staff? | | | | | |
| Do you seek newer and better methods and structures? | | | | | |

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| Do you lead in ways that will contribute to the flourishing of others and the world in which we live? | | | | | |
| Do you strategically bring to the school new ideas that will enrich the culture, methods, and outcomes of the school? | | | | | |

| Foresight | Never or almost never | Sometimes, but not often | Periodically, sometimes | Frequently | Always or almost always |
|--|------------------------------|---------------------------------|--------------------------------|-------------------|--------------------------------|
| Do you care deeply about the future, beyond yourself? | | | | | |
| Are you passionate about, do you advocate for, and do you act to support broad issues such as peace, environmental health, the moral messages we send to children, etc.? | | | | | |
| Do you think and plan about how you will fulfill your responsibility for the long-term flourishing of the school (even after you have left the school)? | | | | | |
| Do you embrace “ <i>Tikkun Olam</i> ” (to heal the world) by devoting yourself to the long-term improvement of that which you have been given responsibility? | | | | | |
| Do you have a sustainability plan for the school? | | | | | |
| Do you look for future leaders among your staff? | | | | | |

| Stewardship | Never or almost never | Sometimes, but not often | Periodically, sometimes | Frequently | Always or almost always |
|--|------------------------------|---------------------------------|--------------------------------|-------------------|--------------------------------|
| Do you have a strategic plan? | | | | | |
| Is it long-term? | | | | | |
| Do you regularly/periodically monitor progress? | | | | | |
| Do you feel responsible for the long-term well-being of the school? | | | | | |
| Do you have a clear sense of the steps along the journey for your strategic goals? | | | | | |