

Leadership Self-Assessment on School Feedback Culture

Leaders who successfully build cultures in which FEEDBACK thrives generally...	Rate yourself (1 = I need to improve, 5 = I do this very well)
1. show genuine care about their teachers' personal and professional lives	
2. understand learning as a process that involves mistakes and failure and do not act like "perfectionists"	
3. model vulnerability	
4. address conflict and don't let it simmer	
5. train staff in how to have difficult conversations around teaching and learning and move beyond a "culture of nice"	
6. are willing to receive as well as give feedback	
7. take responsibility, admit mistakes, and don't engage in the blame game	
8. are willing to consider both sides of the story	
9. listen and respond to staff and student needs and interests	

Building a Culture in Which Feedback Thrives

What are some concrete actions you could take to improve any of the items above?

• E.g. Distribute a survey twice a year with the items above to *teachers* and ask for their comments as well as their ratings. Do *teachers* think the leaders show genuine care about teachers? Etc. Use these results to improve the school's feedback culture.

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