

A Discussion Guide to Support Leadership Reflection

- Consider the **interval** since the last formal evaluation process to discuss the questions about each dimension of leadership, per divisional Policy GCNB.

Preface

- Describe the impact of any important factors on your leadership and management activity since your last formal evaluation report.

Promoting Public Education in LRSD

- What aspects of Board Priorities have been primary focuses for your professional activity and your learning?
- What aspects of divisional policy have presented new learning for you?
- Share what you perceive as personal accomplishments related to community and collegial involvement. What were some of the indicators of your success? What personal experiences, knowledge, and/or skills helped you to affect the accomplishments?
- What were some of your challenges related to promoting the mandate of Public Education?
- Which strategies did you employ to address these challenges?
- Describe any memorable interactions with parents and/or other community members, and your responses to these interactions.
- What activities have presented new opportunities for collaboration for community agencies? What insights or new learning did you acquire from the collaboration?

Supporting Student Learning

- Share what you perceive as personal accomplishments in supporting student learning. What were some of the indicators of your success? What experiences, knowledge, and/or skills helped you to affect the accomplishments?
- What were some of your challenges related to supporting student learning? Which strategies did you employ to address these challenges?
- Describe any memorable interaction(s) with students, colleagues, parents, and community members and your responses to or learning from the interactions.

Supporting the Development of Culture & Climate

- Share what you perceive as personal accomplishments in supporting initiatives related to the development of school and/or divisional culture and climate.
- What were some of the indicators of your success? What experiences, knowledge, and/or skills helped you to affect the accomplishments?
- What were some of your challenges related to your efforts to contribute to school and/or divisional culture and climate? Which strategies did you employ to address these challenges?
- Describe any memorable interaction(s) with students, colleagues, parents, and community members related to culture and climate development and your responses to or learning from the interactions.

Supporting Professional Practice

- Share what you perceive as personal accomplishments related to staff development and Professional Practice. What were some of the indicators of your success? What experiences, knowledge, and/or skills helped to affect your accomplishments?
- What were some of your greatest challenges related to staff development? Which strategies did you employ to address these challenges?
- Describe any memorable interaction(s) with LRSD colleagues and your learning from the interaction(s).
- What has provided your most important personal professional learning since your last formal evaluation? Why has it been significant?

Supporting Resource Management

Share information about your most important learning related to management functions such as budget, policy, supervision, problem-solving, with respect to the appropriate indicators for this section. You may wish to include comments about any or all the following:

- Beliefs about leadership and management
- Important influences or experiences that have defined your leadership style
- Priorities for the next stage of your learning about leadership and management

Other information that you wish to offer, including how the discussion has supported your reflection on your strengths, your learning needs and new goals for your growth as a multi-faceted (e.g. instructional, managerial and political) leader in the Louis Riel School Division