

## 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**