

Collaborative Leadership Self-Assessment

The purpose of this self-assessment is to guide team reflection and identify potential areas of growth.
We recommend that each team member completes the assessment individually and then discuss it as a team.

Forming: beginning stage, safe and polite, some anxiety

Storming: conflict, differing opinions, some resistance

Norming: shared understanding, engaged, some cohesion

Performing: high trust, consistent follow through and impact

Transforming: ready to lead & coach other teams in this area

Dimensions	Indicators	Forming 1	Storming 2	Norming 3	Performing 4	Transforming 5
Decisions center student learning and their wellbeing	- Students, family, and the community are the primary beneficiaries of decisions - Decisions enhance the learning and competencies of students - The well-being of students and families is centered throughout decision-making - Decisions affirm the identities, strengths, and dreams of students while addressing students' foundational needs					
Decisions advance a shared purpose	- A shared purpose is co-created by teachers, staff, students, and families - Teachers and staff know and can articulate how decisions advance the shared purpose, vision, and mission of the school - Teams have processes to revisit the shared purpose and to integrate new staff					
Trust-building	- Teams integrate multiple strategies to develop trust between staff, students, and families - Teams spend time developing relationships between colleagues, students and families - Teams have protocols to engage in healthy conflict and courageous conversations - Norms, protocols, and processes create safe and courageous spaces for all members					

Dimensions	Indicators	Forming 1	Storming 2	Norming 3	Performing 4	Transforming 5
Decision-making Processes	- Consensus building is prioritized in decision-making - Clearly planned decisions with established timelines provide opportunities for discussion and feedback - Clear protocols such as fist to five and majority vote are regularly implemented					
Collective Organizational Structure	- A clear organizational chart is established to outline a variety of decision-making teams and includes spaces for teacher, staff, student, and family voices - Organizational structures are formalized and voted on - Shared accountability is distributed amongst groups and decisions are regularly made visible and communicated to a wider group - Teams have a culture of collective accountability					
Collective Accountability	- Teams demonstrate collective ownership to centering students and families and advancing the school's vision and mission - Team meetings end with clear next steps and who is responsible for completing the next steps - Members follow through with commitments as much as possible and there is collective support for those who need help meeting their commitments					
Leadership Sustainability and Development	- Shared leadership is operationalized and formally embedded in budget, agreements, and school operations - Multiple leadership styles are recognized, embraced, and leveraged - Leadership roles are made clear, rotated, and reimagined; the process for transitioning leaders and determining new leaders is outlined, clear, and transparent - Leaders engage in ongoing learning to develop strong facilitation skills and socio-emotional capacities; leaders support the development of other leaders					