**Staff reflection and growth tool**



The survey is on a 5 point Likert scale that is accumulative from 1 to 5. Please indicate on the Likert scale the highest level at which you currently operate.

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| 0 = I do not engage | 2 = I enact | 4 = I lead groups |
| 1 = I understand | 3 = I support others | 5 = I lead the school community |

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|  | **Growing oneself** | **0** | **1** | **2** | **3** | **4** | **5** |
|  | **Building self-awareness** |  |  |  |  |  |  |
| 1 | I am aware of my thoughts, feelings and actions |  |  |  |  |  |  |
| 2 | I am aware of the impact of my thoughts, feelings and actions |  |  |  |  |  |  |
| 3 | I am in control of my emotions demonstrating a calm, controlled and clear-headed demeanour |  |  |  |  |  |  |
| 4 | I suspend judgement rather than jump to irrational or emotive conclusions |  |  |  |  |  |  |
|  | **Deepening faith** |  |  |  |  |  |  |
| 5 | I participate in spiritual practices of the school |  |  |  |  |  |  |
| 6 | I witness to the importance of the Christian faith |  |  |  |  |  |  |
| 7 | I witness to the Christian faith in everyday situations |  |  |  |  |  |  |
| 8 | I understand and apply Lutheran theology in my actions with others |  |  |  |  |  |  |
|  | **Learning and adapting** |  |  |  |  |  |  |
| 9 | I am open to change and improvement |  |  |  |  |  |  |
| 10 | I modify my actions and decisions in relation to new learning |  |  |  |  |  |  |
| 11 | I rethink strategies and plans in light of new evidence |  |  |  |  |  |  |
| 12 | I am open to transforming my patterns of thinking, feeling and acting in response to new circumstances |  |  |  |  |  |  |
|  | **Living positively** |  |  |  |  |  |  |
| 13 | I remain composed in stressful situations |  |  |  |  |  |  |
| 14 | I project a positive faith filled attitude |  |  |  |  |  |  |
| 15 | I am resilient after a setback |  |  |  |  |  |  |
| 16 | I am enthusiastic and optimistic and inspire others |  |  |  |  |  |  |
|  | **Engaging the community** | **0** | **1** | **2** | **3** | **4** | **5** |
| **No.** | **Modelling integrity** |  |  |  |  |  |  |
| 17 | I project honesty and Lutheran education values |  |  |  |  |  |  |
| 18 | I demonstrate consistency and transparent integrity in line with Lutheran education values |  |  |  |  |  |  |
| 19 | I project a humble self-assurance |  |  |  |  |  |  |
| 20 | I advocate for others retaining integrity under pressure |  |  |  |  |  |  |

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|  | **Listening and understanding** |  |  |  |  |  |  |
| 21 | I listen attentively with an open mind |  |  |  |  |  |  |
| 22 | I speak clearly and sensitively |  |  |  |  |  |  |
| 23 | I encourage others to talk truthfully and openly |  |  |  |  |  |  |
| 24 | I believe I understand deeper underlying reasons for behaviour |  |  |  |  |  |  |
|  | **Building support** |  |  |  |  |  |  |
| 25 | I use logical arguments to win the support of others |  |  |  |  |  |  |
| 26 | I research and prepare for presentations, meetings and discussions |  |  |  |  |  |  |
| 27 | I adapt a personal communication style to engage a diverse range of stakeholders |  |  |  |  |  |  |
| 28 | I use planned strategies for building support |  |  |  |  |  |  |
|  | **Networking and strategic relationships** |  |  |  |  |  |  |
| 29 | I identify key individuals and groups who can assist with achieving Lutheran education objectives |  |  |  |  |  |  |
| 30 | I build genuine, trusted relationships based on mutual trust, respect and common values |  |  |  |  |  |  |
| 31 | I utilise existing networks to achieve goals |  |  |  |  |  |  |
| 32 | I nurture long-term relationships for strategic advantage |  |  |  |  |  |  |
|  | **Leading the team** | **0** | **1** | **2** | **3** | **4** | **5** |
|  | **Creating purpose and clarity** |  |  |  |  |  |  |
| 33 | I articulate the purpose and expectations of the role of team members |  |  |  |  |  |  |
| 34 | I translate the broader vision into daily practice |  |  |  |  |  |  |
| 35 | I clarify educational priorities in a changing world |  |  |  |  |  |  |
| 36 | I establish a compelling and accessible vision for Lutheran education |  |  |  |  |  |  |
|  | **Nurturing faith** |  |  |  |  |  |  |
| 37 | I reflect on my own faith journey |  |  |  |  |  |  |
| 38 | I share the importance of spiritual practices for the development of Christian faith |  |  |  |  |  |  |
| 39 | I encourage spiritual growth in the community |  |  |  |  |  |  |
| 40 | I foster a climate of professional learning |  |  |  |  |  |  |
|  | **Growing capacity** |  |  |  |  |  |  |
| 41 | I provide guidance and instruction for others |  |  |  |  |  |  |
| 42 | I help others to engage reflective practice |  |  |  |  |  |  |
| 43 | I coach others in a way that inspires them to achieve their highest potential |  |  |  |  |  |  |
| 44 | I foster a climate of professional learning |  |  |  |  |  |  |

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|  | **Inspiring excellence** |  |  |  |  |  |  |
| 45 | I establish clear expectations and encourage autonomy |  |  |  |  |  |  |
| 46 | I encourage excellence by reviewing outcomes against expectations |  |  |  |  |  |  |
| 47 | I address under-performance firmly and pastorally |  |  |  |  |  |  |
| 48 | I create an ongoing culture of excellence |  |  |  |  |  |  |
|  | **Focussing on outcomes** | **0** | **1** | **2** | **3** | **4** | **5** |
|  | **Searching for knowledge** |  |  |  |  |  |  |
| 49 | I gather pertinent information before decision making |  |  |  |  |  |  |
| 50 | I search for reliable educational information within the local environment |  |  |  |  |  |  |
| 51 | I search for reliable information beyond the local environment |  |  |  |  |  |  |
| 52 | I continue to grow in my knowledge on issues that impact on Lutheran education |  |  |  |  |  |  |
|  | **Sharing for improvement** |  |  |  |  |  |  |
| 53 | I willingly share ideas, practices and knowledge |  |  |  |  |  |  |
| 54 | I encourage others to share their expertise |  |  |  |  |  |  |
| 55 | I harness collective wisdom |  |  |  |  |  |  |
| 56 | I promote external collaboration and engagement |  |  |  |  |  |  |
|  | **Thinking strategically** |  |  |  |  |  |  |
| 57 | I understand the broader context |  |  |  |  |  |  |
| 58 | I anticipate trends |  |  |  |  |  |  |
| 59 | I develop strategies |  |  |  |  |  |  |
| 60 | I identify significant new opportunities |  |  |  |  |  |  |
|  | **Making it happen** |  |  |  |  |  |  |
| 61 | I meet my commitments |  |  |  |  |  |  |
| 62 | I deliver quality work |  |  |  |  |  |  |
| 63 | I test ideas and introduce creative improvements |  |  |  |  |  |  |
| 64 | I innovate for sustainably improved outcomes |  |  |  |  |  |  |