



# GROWING DEEP

Leadership & Formation Framework

Staff Reflection and Growth  
Tool

# Staff Reflection and Growth Tool

The Growing deep framework provides the opportunity for all who work in Lutheran schools to reflect on and plan for personal growth in their leading responsibilities, spiritual journey and ongoing formation in relation to the practices and capabilities that contribute to improving student learning outcomes.

The Growing deep framework contains four capabilities, which describe how we do what we do in Lutheran education. Read the descriptors for each of the four capabilities and then indicate to what degree you agree with each statement.

5 = Strongly Agree

4 = Agree

3 = Neither agree or disagree

2 = Disagree

1 = Strongly Disagree

## Growing Oneself

<b>Building self-awareness</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
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					
<b>Deepening faith</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I support and participate in the spiritual practices of the school					
2. I articulate the Christian faith in everyday situations and circumstances					
3. I demonstrate and rely on a strong Christian faith					
4. I understand and apply Lutheran theology					
<b>Learning and adapting</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I am open to change and improvement					
2. I modify my actions and decisions in relation to new learning					
3. I rethink strategies and plans in relation to new learning					
4. I am open to transforming my patterns of thinking, feeling and acting in response to new circumstances					
<b>Living positively</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I remain composed in stressful situations					
2. I project a positive faith filled attitude					
3. I demonstrate resilience					
4. I am enthusiastic and optimistic					

## Engaging the Community

<b>Modelling integrity</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I project honesty and promote Lutheran values					
2. I demonstrate consistency and transparent integrity					
3. I project a humble self-assurance					
4. I advocate for others and retain integrity under pressure					
<b>Listening and understanding</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I listen attentively					
2. I speak clearly and sensitively					
3. I encourage others to talk truthfully and openly					
4. I demonstrate an understanding about the deeper, underlying reasons for behaviour					
<b>Building support</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I use logic and reasoning to win support of others					
2. I research and prepare for presentations, meetings and discussions					
3. I adapt a personal communication style to engage a diverse range of stakeholders					
4. I use planned strategies for building support					
<b>Networking and strategic relationships</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I identify key individuals and groups who can provide assistance with achieving the objectives of Lutheran education					
2. I build genuine, trusted relationships					
3. I nurture and utilise networks to achieve goals or objectives					
4. I draw upon long-term relationships for strategic advantage					

## Leading the Team

<b>Creating purpose and clarity</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I articulate the purpose and expectations of the role of team members					
2. I translate the broader vision of the school into daily practice					
3. I clarify educational priorities in a changing world					
4. I establish a compelling and accessible vision for Lutheran education					
<b>Nurturing faith</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I reflect on my own faith journey					
2. I articulate the Christian faith in everyday situations and rituals					
3. I facilitate spiritual growth in the community					
4. I foster a climate of spiritual faith-building					
<b>Growing capacity</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I provide guidance and instruction to others					
2. I help others to reflect					
3. I coach others to inspire them to achieve their highest potential					
4. I facilitate a climate of learning, reflection and wellbeing					
<b>Inspiring excellence</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I establish clear expectations and encourage autonomy					
2. I encourage excellence by reviewing outcomes against expectations					
3. I address under performance firmly and pastorally					
4. I facilitate an environment of excellence					

## Focusing on Outcomes

<b>Searching for knowledge</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I gather information before making a decision					
2. I search for reliable educational information within the local environment					
3. I search for reliable educational information beyond the local environment					
4. I search for reliable information about issues that impact on Lutheran education					
<b>Sharing for improvement</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I willingly share ideas, practices and knowledge					
2. I encourage others to share their ideas, expertise and opinions					
3. I create and contribute to collaborative learning					
4. I promote external collaboration and engagement					
<b>Thinking strategically</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I understand the broader context of Lutheran education					
2. I anticipate educational trends					
3. I develop strategies to ensure future success					
4. I identify significant new opportunities					
<b>Making it happen</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
1. I meet my commitments					
2. I deliver quality work					
3. I test ideas and introduce creative improvements					
4. I take action to make real improvement					