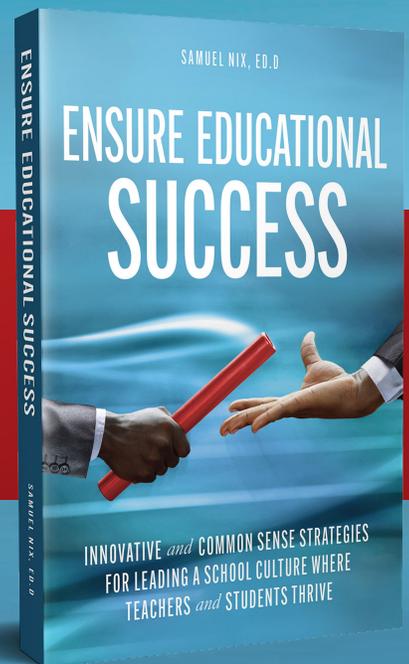


LEADERSHIP CYCLE *Analysis*



Are you and your organization making the most impactful decisions to ensure success for your classrooms?

If you want to transform your thinking process to solidify lasting and sustainable change within your organization, the leadership cycle is a proven way to make it happen. A practical approach to comprehensive educational reform, this six-step process will empower your learners, teachers, and yourself to facilitate more successful learning environments.

Take this short analysis to determine how well you and your organization are creating a sustainable instructional environment for success! Respond to each statement as honestly and accurately as possible as they relate to your own organization, with 1 indicating rarely (or never) practiced and 5 indicating consistent practice:

| <i>Leadership Cycle Statement</i> | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| ENSURING CLARITY | | | | | |
| Our leadership team makes a clear distinction between providing information and ensuring clarity of provided information. | | | | | |
| We provide frequent opportunities for people to demonstrate their understanding of provided information. | | | | | |
| Impacted personnel are constantly clear about the what, why, when, and how. | | | | | |
| STRATEGIC PLANNING AND DECISION-MAKING | | | | | |
| We are strategic when planning and are prepared for multiple scenarios. | | | | | |
| We consistently involve the people impacted by the decisions in the planning process. | | | | | |
| We consistently make informed decisions that lead to clearly defined action steps. | | | | | |
| Planning meetings are consistently purposeful, effective, and efficient. | | | | | |

| <i>Leadership Cycle Statement</i> <i>continued</i> | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| EMPOWERING SELF AND OTHERS | | | | | |
| We consistently provide people with an opportunity to engage with information in relation to the desired impact of the mission. | | | | | |
| We are consistently reading, researching, and implementing best practices. | | | | | |
| Our leadership team consistently models a growth mindset. | | | | | |
| We value improvement in others and prioritize their success. | | | | | |
| MEASUREMENT AND FEEDBACK | | | | | |
| We regularly monitor the quality of feedback being provided. | | | | | |
| Quality feedback is frequently provided to inform for improvement. | | | | | |
| We consistently measure what is expected and make proper adjustments in a timely manner. | | | | | |
| Everyone is clear about monitoring and measurement metrics, including timelines for improvement. | | | | | |
| We regularly review feedback provided to measure impact. | | | | | |
| ADJUSTMENT AND IMPROVEMENT | | | | | |
| We regularly make timely adjustments when we see lack of improvement. | | | | | |
| We regularly identify root causes that impede improvement. | | | | | |
| Our organization consistently buys in when we need to adjust. | | | | | |
| ACCOUNTABILITY AND REWARDING | | | | | |
| People at all levels have a clear sense of direction, purpose, and priorities rather than dealing with fragmented, competing, or overwhelming priorities. | | | | | |
| Everyone in the organization takes ownership of mistakes. | | | | | |
| Poor performers are addressed, coached, supported, or removed instead of ignored, transferred, or promoted. | | | | | |
| People are regularly acknowledged and recognized for their value and contribution as opposed to relying on formal/structured recognitions or awards. | | | | | |

IF YOU SCORED 89 OR HIGHER

You and your organization are making quality leadership decisions. Scores in this range indicate real, influential leadership and organizational strengths as well as areas that may need some focused improvement. Your mission seems to have high probability of success!

To safeguard against any threats to your success, continue to communicate the standard. Celebrate success, but don't allow the culture to become overly comfortable. Remember, you are not striving for perfection—you are constantly trying to get better!

IF YOU SCORED 44-88

You and your organization may be suffering with ineffectiveness in decision-making. Because of this, you could be facing a lower probability of ensuring success. Now that you recognize the weaknesses in your overall decision-making, here are a few quick tips to start improving your efficiency:

- Reestablish the standard. Remember, you get what you allow! Don't reward efforts that fall short of the standard, and reward those that exceed the standard.
- Engage in reflection about what effectiveness in decision-making would look like with your team. Be sure to value feedback, acknowledge shortcomings, and set a vision for what is possible.
- Identify clearly defined action steps to take based on areas of needed improvement with ways to measure progress.

IF YOU SCORED 43 OR LOWER

Your score indicates that your organization may have a clear issue with influential decision-making. Whether the problem is unclear expectations, ineffective feedback, or a lack of accountability, the practical steps of the leadership cycle can help you get back on track to ensuring success.

Before you start, reflect on the current state of your organization to identify the best next steps. Here's how:

- Ask yourself, What do I believe about the people I lead and the organization I serve? The answer to this will frame your thinking around your next action steps toward improvement.
- Be real with yourself. Leadership is about vision—but equally about creating a climate where the truth is heard and the brutal facts are confronted. There's a huge difference between the opportunity to "have your say" and the opportunity to be heard. Work on creating a culture where people have a tremendous opportunity to be heard and for the truth to be stated and understood.
- Conduct a root cause analysis to identify the origin of the problem. This will help determine what happened, determine why it happened, and figure out what to do to reduce the likelihood that it will continue to happen.
- Identify clearly defined action steps to take based on areas of needed improvement with ways to measure progress.



ABOUT THE BOOK

Students are our future—but what if our current methods of instruction are jeopardizing that future?

Develop quality teachers and ensure high-performing students with a new way of thinking that facilitates real connection for your students and lasting change for your classroom. A practical approach to comprehensive educational reform, this guide to the Leadership Cycle will empower your learners, teachers, and yourself to positively impact student achievement and transform your school.

YOU'LL LEARN:

- The Leadership Cycle for sustainable learning and teaching success.
- How to motivate students and teachers through awareness of adaptive challenges.
- Seven principles for planning your mission strategically.
- Positive measurement strategies to assess impact and provide effective feedback.
- How to create a culture of accountability that encourages problem-solving and ensures clear expectations.

Challenge the traditional approach to educational leadership! Read *Ensure Educational Success* and transform your teachers into effective facilitators for classrooms filled with successful learners.

Want more innovative strategies to help you create a school culture where teachers and students thrive?

Get ENSURE EDUCATIONAL SUCCESS, available now!