

Defining Who We Currently Are

In the next few weeks, our school will be working to hire a new teacher to fill the vacancy on your learning team. To help us find a teacher who can assist your team in moving forward, please fill out the following survey. By providing thoughtful and detailed feedback, you can help target the efforts of our school-based hiring committee.

Name (optional): _____
Instructional Reflection Strengths and Weaknesses <i>Please check the instructional reflection skills that your team is still working to master.</i>
<ul style="list-style-type: none"><input type="checkbox"/> Prioritizing learning objectives based on an understanding of our students<input type="checkbox"/> Understanding the differences between formative and summative assessment<input type="checkbox"/> Measuring higher-order thinking skills<input type="checkbox"/> Developing performance assessments<input type="checkbox"/> Creating reliable assessment instruments including rubrics and exemplars<input type="checkbox"/> Collecting and analyzing student learning data<input type="checkbox"/> Creating enrichment opportunities for students who have mastered content<input type="checkbox"/> Creating remediation opportunities for students struggling with content<input type="checkbox"/> Experimenting with existing practices
Questions for Reflection <ol style="list-style-type: none">1. What does your current learning team do really well? What instructional reflection behaviors have you already mastered? What practices is your group the proudest of? What practices are essential for new members to embrace? 2. What instructional reflection behaviors is your current learning team working to master? What priorities has your team set? What kind of progress has your team made toward meeting those priorities? When do you think you will have a set of polished plans or practices in place for addressing these priorities? 3. What has been the biggest professional roadblock for your current learning team? What instructional reflection behaviors have left your group stuck? What is keeping you from moving forward right now?

Instructional Reflection Strengths and Weaknesses

Please check the instructional reflection skills that your team is still working to master.

4. What kinds of instructional reflection behaviors would the ideal new member of your learning team have to possess in order to fit in? What kinds of instructional reflection behaviors would the ideal new member of your learning team have to possess in order to move your group forward?
5. How instructionally innovative is your learning team? Do you enjoy tinkering with practices? Are your meetings driven by conversations around good questions? Do you regularly create novel approaches to delivering required content or designing opportunities for remediation and enrichment? Have you built a network of diverse individuals and ideas to learn from?

Team-Based Collaboration Strengths and Weaknesses

Please check the team-based collaboration skills that your team is still working to master.

- Conducting effective conversations
- Embracing conflict as a tool for growth
- Finding common ground on controversial topics
- Taking personal and professional risks
- Critiquing without being overly critical
- Understanding that change is uncomfortable
- Efficiently sharing ideas and resources
- Building trust between colleagues
- Openly sharing student learning results with one another

Questions for Reflection

1. What does your current learning team do really well? What team-based collaboration behaviors have you already mastered? What practices is your group the proudest of? What practices are essential for new members to embrace?

2. What team-based collaboration behaviors is your current learning team working to master? What priorities has your team set? What kind of progress has your team made toward meeting those priorities? When do you think you will have a set of polished plans or practices in place for addressing these priorities?

3. What has been the biggest professional roadblock for your current learning team? What team-based collaboration behaviors have left your group stuck? What is keeping you from moving forward right now?

4. What kinds of team-based collaboration behaviors would the ideal new member of your learning team have to possess in order to fit in? What kinds of team-based collaboration behaviors would the ideal new member of your learning team have to possess in order to move your group forward?

5. Overall, how comfortable are the members of your learning team with change? Do members enjoy pushing the boundaries of their practice? Are members comfortable when their thinking is challenged by peers? Does your team take a “we’re in this together” approach to professional reflection, or are defensive stances the norm in professionally tense situations?

Final Thoughts

If our hiring committee is going to successfully strengthen your learning team with this new hire, what single skill should they be looking for in candidates? Why is this skill so essential for a new team member to possess? How will the addition of this skill strengthen your team?