**Kafele - *The Principal 50***

 **Self-Assessment**

In *The Principal 50: Critical Leadership Questions for Inspiring Schoolwide Excellence*, Baruti Kafele challenges principals to examine their leadership practice and what it takes for a school community to be successful. Using his 50 questions, IPLI has created a self-assessment to aid principals in the development of their action research projects. Please take a few minutes to read each question and rate yourself. Use the “self-reflection” area for your personal thoughts on each item. These responses are confidential.

1. **Do I lead with a definite purpose that drives everything I say and do?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I aim to be intentional about what I do as a leader?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I treat my leadership as a mission rather than as a career?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I have a vision of what I expect my students to achieve?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I see myself as the number-one determinant of the success or failure of my students?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I engage my staff in discussions about our school brand?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that my staff contributes to the development of our school’s core beliefs, values, and guiding principles?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that my staff contributes to the development of my school’s purpose, mission, and vision?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I have high standards and expectations for all of my students, and do I truly believe that they will reach them?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I regularly reinforce the notion that my students will succeed specifically because they are enrolled in my school?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I greet my students individually as they are arriving to school in the morning?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I set the tone for my school at the start of each day by delivering an informative, inspiring, and empowering morning message?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I consistently strive to keep my students and teachers fired up about learning and teaching?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that the school environment is conducive to learning?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that every classroom in my school has an environment conducive to learning?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I maintain a collegial relationship with my staff that supports instructional improvement?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that novice teachers are paired with competent veteran teachers?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I encourage my veteran teachers to observe new teachers at work (and vice versa)?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I participate in staff-team meetings and provide input and leadership when warranted?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I demonstrate my appreciation of and respect toward staff?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I have a personal philosophy about how children learn based upon my own research and experiences?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I understand that my main priorities as a school leader are student achievement and the continued improvement of instruction?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I spend most of my time every day observing classroom instruction?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that the teachers at my school utilize a variety of instructional strategies in an effort to address the different learning styles, ability levels, and needs of my students in student-centered, culturally responsive learning environments?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I provide immediate feedback to my staff after observing their classroom instruction?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I hold my teachers accountable for ensuring that all of my students strive to achieve academic excellence, including by meeting district, state, and federal benchmarks?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I refuse to accept failure, make excuses for failure, or allow failure to occur in my school?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I accept responsibility and accountability for both my students’ successes and failures?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I model what I expect of my students?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I conduct daily self-reflections and self-assessments of my leadership?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I plan each day thoroughly while adhering to my own written plan of action for student success?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that I organize my day effectively?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I strive to empower my staff by engaging them in school-level planning and decision making?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I use data to drive instructional decision making?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that I am well versed in my district curriculum, state content standards, and state assessment specifications, and that I ensure they are taken into account during lesson-plan development?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I read professional development literature on the latest research in instructional leadership?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I attend professional development conferences and seminars that address instructional leadership?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I belong to any professional associations for educators?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I confer with colleagues and other educational leaders regarding my own professional growth and development as an instructional leader?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I and members of my staff visit schools with successful instructional programs?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I provide ongoing professional development for my staff?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I offer professional development opportunities during staff meetings?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I engage all staff members during professional development staff meetings?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I regularly educate my staff by providing them with professional literature?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I engage my staff in book studies on pertinent topics?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I make parental and community engagement a priority in my practice as a school leader?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I ensure that parents and community members feel welcome whenever they visit my school?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I include parents and community members in my school’s programs and activities?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I aim to be accessible to parents and community members?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection:

1. **Do I aim to be receptive to input and ideas from parents and community members?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| * Almost always
 | * Often
 | * Sometimes
 | * Seldom
 | * Never
 |

Self-reflection: