



# Using Teacher Input to Improve Your Leadership

**Crawfordsville High School**

**Jay Strickland**

**[jstrickland@cville.k12.in.us](mailto:jstrickland@cville.k12.in.us)**





# Background Leading to this Inquiry

- ▶ **Desire for continuous improvement as a leader and principal**
  - ▶ Official evaluations
  - ▶ Lack of feedback from staff
  
- ▶ **Building Culture Surveys**
  - ▶ Great data to improve school but not focused on my individual leadership
  
- ▶ **Mid-Year Review**
  - ▶ Aligned to RISE evaluation
  - ▶ Include general comments and strengths/improvements
  - ▶ Receive feedback from teammates that I work with everyday



# The Purpose of My Inquiry

- ▶ **Therefore, the purpose of my inquiry was to.....**
  - ▶ To gather feedback from my teachers regarding my leadership
  - ▶ Use that feedback to improve as a leader
  - ▶ Narrow my improvement focus based off of teacher feedback



# My Wondering

- ▶ With this purpose, I wondered can I use teacher feedback regarding my leadership to improve my overall leadership as a building principal?



# My Actions

- ▶ **Step 1:** Reached out to other principals to see if they had a survey or evaluation tool that they have used to get teacher feedback on their leadership. Received 4-5 options from colleagues.
- ▶ **Step 2:** Reviewed RISE principal evaluation and criteria used for principal interview and created mid-year review leadership survey using Google Form.
- ▶ **Step 3:** Shared the mid-year review with teachers at a faculty meeting. Allowed time for them to complete the review at the end of the meeting.
- ▶ **Step 4:** Analyzed the results of the survey and shared with teachers at a faculty meeting.
- ▶ **Step 5:** Identify two focus areas from survey and worked with teacher leadership team to brainstorm ways to implement improvements



# Data Collection

- ▶ **Mid-Year Principal Review**
- ▶ [https://docs.google.com/forms/d/1Pd78SBIabM7kAFUBmAD38IMC3OTM10ambo2Jw\\_oLsGY/edit](https://docs.google.com/forms/d/1Pd78SBIabM7kAFUBmAD38IMC3OTM10ambo2Jw_oLsGY/edit)



# My Data

- ▶ **Mid-Year Principal Review:  
Summary**
- ▶ [https://docs.google.com/document/d/1cxw\\_RKlBbnotLPRteZdqofdWAu906stsyUISoFYNEU/edit](https://docs.google.com/document/d/1cxw_RKlBbnotLPRteZdqofdWAu906stsyUISoFYNEU/edit)



# My Discoveries

- ▶ **Learning Statement One:** It is important to continue to focus on the strengths I maintain as a leader while choosing to identify areas of growth as a leader.
- ▶ **Learning Statement Two:** I need to continue to find ways to lead our professional development and focus more on the needs of individual teacher growth instead of a “whole staff” approach.
- ▶ **Learning Statement Three:** Focus on marketing and promoting our school to the community and potential staff members.





# Where I Am Heading Next

- ▶ **Based on the research and data from the mid-year review, I choose to focus on the following actions:**
  - ▶ Create a PD Survey and meet individually with each teacher to gain a better understanding of each teacher's desired professional growth.
  - ▶ Establish a marketing and promotion team to provide a culture of urgency for our school as we look to make changes in the future.