

MARICOPA COUNTY SCHOOL SUPERINTENDENT

2024 May CULTURE AND CLIMATE CALENDAR

GATHERING FEEDBACK TO INFORM VISION AND PLANNING

WEEK 1

Collaboration

Gather feedback on how we collaborate.

- Do we effectively use roles and norms?
- Is there a shared sense of accountability?
- Do we know each other's learning and leading styles?
- Is there psychological safety?
- Do we know each other's group work preferences?

WEEK 2

Efficacy

Gather feedback on our belief in collective capabilities to meet goals.

- Are we remembering to track the good stuff?
- Do we know our areas of strength and opportunity?
- Are relationships mapped and students are connected?
- Do we know how our community feels about our school?

The Importance of Collective Efficacy.

WEEK 3

Leadership

Self-reflect to assess, celebrate, and set new intentions.

- Am I being cognizant of the change process?
- Do I have awareness of potential staff burnout?
- Am I aware of my own level of health?
- How am I using self-reflection to fuel personal and professional growth?

End of the Year Reflection Harvard Business Review

WEEK 4

Gaining Insight

Use multiple modalities to gather feedback.

- Signed and/or anonymous surveys
- Focused Feedback Groups
- One-on-one check-ins
- Stay Interviews
- Qualitative and experiential data
- Don't forget to be transparent and explicit about how you incorporate feedback.