SCHOOL CLIMATE

Leadership Team Reflection Worksheet

FROM EMERGING TO EXEMPLARY

Purpose
This worksheet supports leadership teams in reflecting on current practice, identifying priority growth areas, and committing to concrete actions that strengthen school climate. Focus on systems and shared leadership actions—not individual performance.

Section 1: Where Are We Now?

(Discuss as a team. Circle or note your best collective estimate.)

Overall School Climate Rating

○ Emerging ○ Developing ○ Proficient ○ Exemplary

Evidence that informed our rating (observable patterns):

_____

_____

Section 2: Reflection by Category

1. **Communication Access Across All Settings**

What are we seeing now?

- Where is access consistent and predictable?
- Where does access break down (classrooms, meetings, events)?

Current Strengths:

_____

Growth Areas:

_____

2. **Respect and Inclusion**

What are we seeing now?

- How is Deaf culture visible and normalized?
- Where might inclusion rely on individual effort?

Current Strengths:

Growth Areas:

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3. **Respect for Deaf Knowledge and Experience**

What are we seeing now?

- Whose voices consistently inform decisions?
- Where might Deaf expertise be underutilized?

Current Strengths:

Growth Areas:

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4. **Leadership Vision, Modeling, and Accountability**

What are we seeing now?

- How clearly do we communicate expectations?
- How consistently do we model and reinforce them?

Current Strengths:

Growth Areas:

Section 3: Priority Focus

(Choose ONE category to prioritize next.)

◯ Communication Access ◯ Respect & Inclusion ◯ Deaf Knowledge & Experience ◯ Leadership Vision & Accountability

Why this is our priority right now:

Section 4: Leadership Actions (Next 30–60 Days)

What specific leadership actions will move us forward?
(List 2–3 concrete actions.)

1. _____

2. _____

3. _____

Who is responsible? (Role, not name):

_____

_____

Section 5: Indicators of Progress

How will we know this is working?
(Observable changes—not intentions.)

- ◯ More consistent access across settings
- ◯ Clearer ASL/English norms being followed
- ◯ Increased visibility of Deaf expertise
- ◯ More staff confidence and clarity
- ◯ Fewer access issues needing correction

Other indicators:

_____

_____

Section 6: Team Commitment

One leadership practice we commit to strengthening together is:

_____

_____