



Leadership Development

Anywhere, Anytime

Practical Tips for School Leaders – #25

June 26, 2020

Facilitative Leaders focus on Relationships, Processes and Results

Paula Steele

As plans are formulated to return to brick and mortar schools, these three items can provide a simple framework for short- and long-term planning:

- A refocus on *relationship* building may be a priority in the fall as on-line schooling and stay at home orders have isolated students, staff and faculty.
- District plans are being formulated to return to schools safely; these involve new *processes* and protocols for schools.
- Reviewing data on students' progress, achievement gaps, cultural responsiveness, instructional methodologies, and assessing team collaboration contributes to identification of where resources need to be allocated to achieve significant *results*.

As you **reflect** on your leadership capacity, in which of the following areas are you the strongest and in which areas are you developing skills? In which of the areas do you seek the support of your coaches and mentors?

- Coach/Mentor: Train people in skills and empower them to perform at the highest level.
- Team Leader: Guide and manage the process used to accomplish the short- and long-term goals of the team.
- Agent of Change: Models and encourages continuous learning and improvement within the system.
- Develops the capacity of team members
- Collaborative
- Receptive and Flexible
- Models skills and practices