



Participant Packet - MASA 2022 Fall Conference

***It's Not Just the Students:
How Leaders & Staff Must Relearn Work in a Post-Covid Environment***

Team Self-Assessment

This assessment is to help you reflect on the teams you lead and the practices, systems and structures you have in place to support sustaining a cohesive and collaborative team. Please answer honestly as this assessment is for your use only.

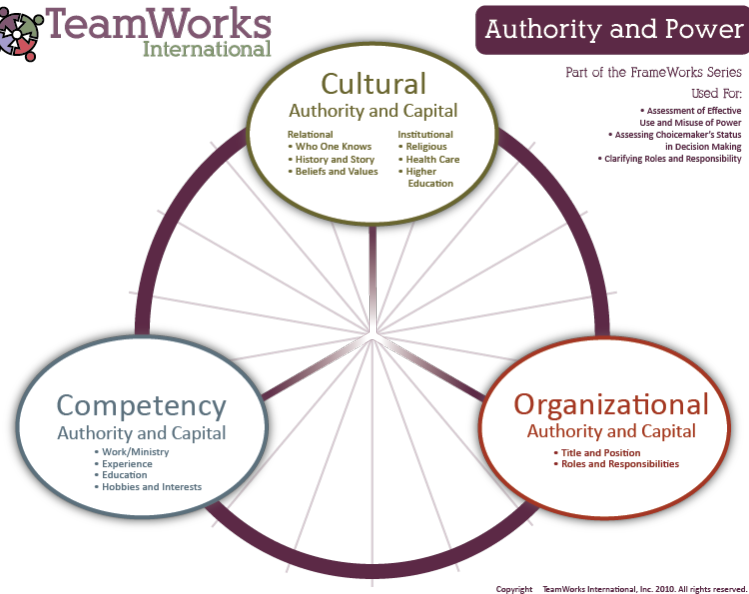
| | Yes | No | Unsure |
|--|-----|----|--------|
| 1. Most administrators on my team (including principals) would say that our team is collaborating effectively together. | | | |
| 2. I intentionally create space for workplace connections among our teams and for improving our organizational culture. | | | |
| 3. I regularly review roles and expectations with my team to ensure clarity and reduce confusion. (At least annually.) | | | |
| 4. My administrators regularly review roles and expectations with their teams to ensure clarity and reduce confusion. (At least annually.) | | | |
| 5. Our leadership team is actively working to reduce and prevent isolation and silos. | | | |
| 6. Our district is intentionally on-boarding and mentoring new employees. | | | |
| 7. I have dedicated time for my leadership team to share in professional development and improving our excellence in management practices. | | | |
| 8. Our leaders have a shared understanding of our leadership expectations and practices. | | | |
| 9. Most administrators on my team (including principals) would say that they are held accountable by me and their colleagues for following through on expectations. | | | |
| 10. I have a clear, succinct purpose for every meeting. | | | |
| 11. My meeting structure with our leaders is carefully planned and strategic (includes meetings to address day-to-day operations as well as meetings to address strategic, long-term goals.) | | | |
| 12. Most administrators on my team (including principals) would say that my communication with them is clear, reliable, timely and helpful. | | | |
| 13. Most administrators on my team (including principals) would say that we have a high degree of trust across our leadership team. | | | |

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| What are 2-3 strengths of your team? | What are the top 2-3 changes you would like to make to improve your team? |
| | |

Personalized Next Steps: What I Commit to Doing in the Next 30 to 60 Days

Steps to Build My/Our Team Cultural Capital

Blank area for notes related to building team cultural capital.



Steps to Build My/Our Organizational Capital

Blank area for notes related to building organizational capital.

Steps to Build My/Our Team Competency Capital

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Resources/References:

- “How Have Organizational Cultures Shifted During the COVID-19 Pandemic,” *California Management Review*; University of California; July 31, 2021; Brown, Chen et al.; <https://cmr.berkeley.edu/2021/07/how-have-organizational-cultures-shifted>
- “How to Reinvent Your Organization In the Middle of a Crisis,” *Harvard Business Review*; Feb. 15, 2021; Lancefield; <https://hbr.org/2021/02/how-to-reinvent-your-organization-in-the-middle-of-a-crisis>
- “What a Year of WFH Has Done to Our Relationships at Work,” *Harvard Business Review*; March 22, 2021; Baym, Larson and Martin; <https://hbr.org/2021/03/what-a-year-of-wfh-has-done-to-our-relationships-at-work>
- *Education Leadership System Guidebook*, Teamworks International, Inc.
- *Partnership Redefined: Leading Through the Power of &*, Dennis Cheesebrow, 2012

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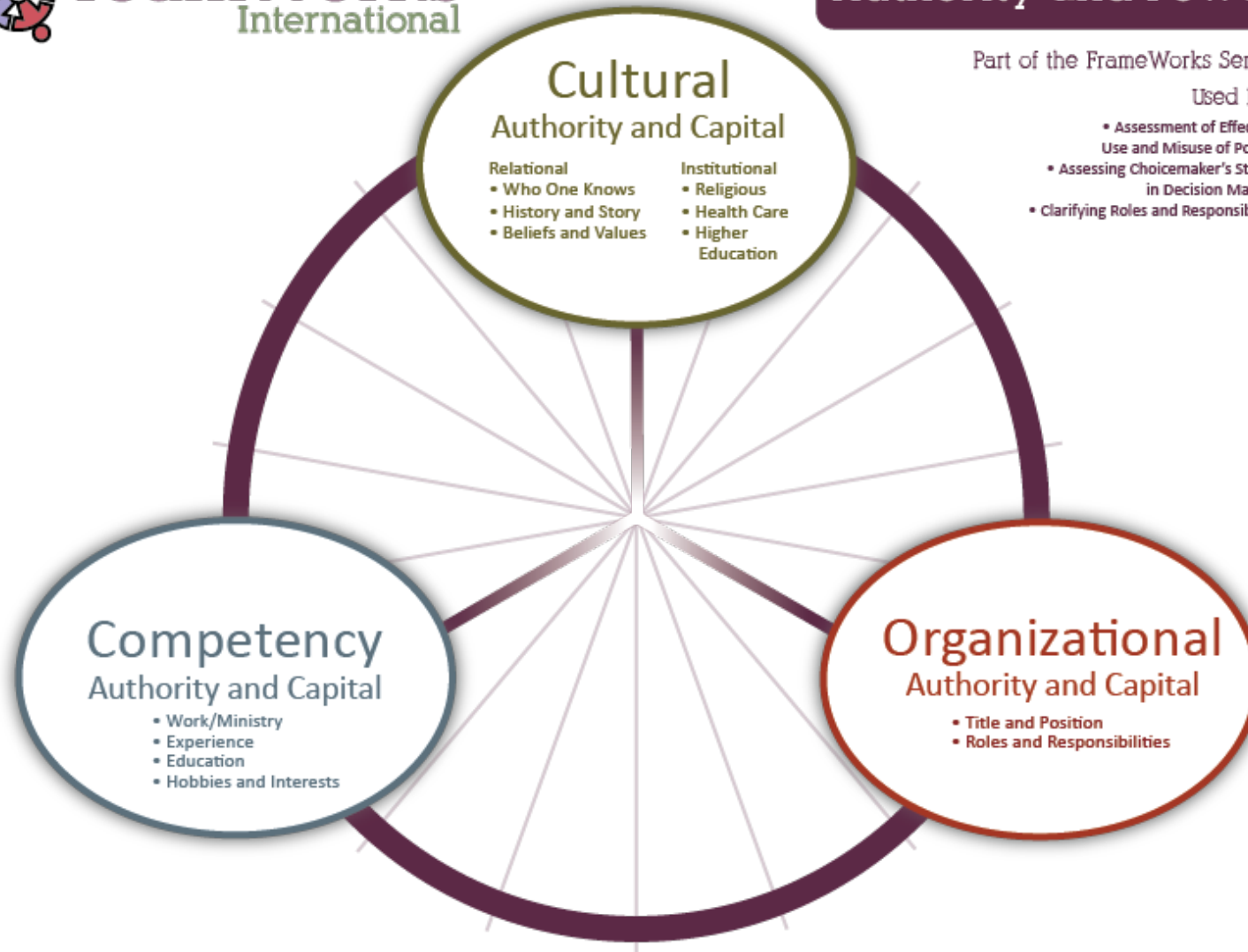
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Authority and Power

Part of the FrameWorks Series

Used For:

- Assessment of Effective Use and Misuse of Power
- Assessing Choicemaker's Status in Decision Making
- Clarifying Roles and Responsibility



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Transition and Development

Part of the FrameWorks Series

Used For:

- Personal Transition and Growth
- Professional Development
- Behavioral Shifts

