**Reflection Journal Template**

**EDLS 695: Principal Internship**

**AnchorDate April 15, 2012**

**AnchorJournal Entry #: Weldele- Week 6**

**AnchorIssue addressed: Teacher Observations**

* **Colorado Principal Standard addressed:**
* **IV Principals Demonstrate Human Resource Leadership**
  + **C. Teacher and Staff Evaluation.**
* **VI Principals Demonstrate External Development Leadership**
  + **B. Professional Leadership Responsibilities**

|  |  |
| --- | --- |
| **AnchorInstructions: Please take time to reflect on your learning during the week or collectively over the course. The two-sided reflection template provides you the prompts for this introspection. Save this electronically and submit in accordance with the guidelines provided by your facilitator.** | |
| * **What I Observed/Learned: Planning for Professional Development Next year** * This week I received an email from one of my fellow Principals who desires to work collaboratively to plan Professional Development opportunities for our teachers for next year. She would like to extend collaboration into developing the skill of Teacher observations. Here is her suggestion: * “I also learned a really cool strategy used in schools where principals come together once a month at each other's schools and do spot observations together. They then come back and openly discuss what they each observed. It seemed like a really powerful way to create growth for each of us in the area of teacher evaluations in Preschool-8 classrooms. Since my focus has been elementary, I would love to glean your thoughts in middle school and hopefully I could do the same for you in early childhood and elementary if you like.” * There is a rocky (understatement) history between our two schools. There is a significant lack of trust and I am concerned my teachers will feel ‘spied’ on. I know I am certainly skeptical of this type of interaction. The problem is that I know I need to grow in the area of teacher observations. I am fortunate to have a Dean who is in classrooms regularly and giving very constructive feedback to teachers. She is driving teachers towards more rigor and effective teaching. * I and 3 other teachers (one being the Dean) are going to Las Vegas for a Differentiated Instruction Conference. I am signed up for several leadership tracks that address observations and Differentiated Instruction. * Though I know I need to grow in this area, I do not feel the trust between our two schools, and especially the other principal, is sufficient to introduce this particular activity. If I am being too defensive and others feel this would be highly beneficial to teachers I am interested in that input. I plan to ‘feel out’ the teachers with some casual conversations before making a formal inquiry at a faculty meeting. | * **How This Will Impact My Leadership Practice** * **How will this impact how I make decisions regarding students, staff, and/or parents?**   Helping staff to grow is a huge responsibility. I know that observations are critical for growth. Knowing this is something I consider to be a weakness I am pursuing additional training opportunities. Collaboration is very important, especially with how minimal our local and even district resources are. Trust, however, is critical for any type of collaboration that involves evaluation. I think knowing my staff is an important responsibility as I make decisions regarding these suggestions.   * **How will this impact those I lead? What will I need to supervise closely and what can be delegated?** * If we do indeed, choose to move forward with the model of peer observations, it will be very important to build trust and identify protocols. These ‘evaluations’ would be learning tools for the principals and not part of teachers formal evaluations. I think I would begin by seeking volunteers. In addition, I would stress the high quality of teaching I believe is going on in our school and that we should be proud to have our sister schools see what we are doing and learn from us. * **How will this impact my leadership processes?**   I have a great deal of confidence in what the teachers in my school do on a daily basis. I cannot let my own insecurities in any way be reflected onto my teachers. Making sure I am affirming and recognizing their hard work and effective teaching will lay the foundation for welcoming visitors (such as the  Accreditation Team next year) into our building. |
|  |  |

***Critical Issues***

* Teacher Observations
* Collaboration with other schools
* Trust