

Accountability Checklist and Reflection

Let's take a closer look at the quote from "Teacher A" from my research interviews, who describes her principal on page 138 at the close of chapter 8. Carefully, read each sentence based on that teacher's quote. Several of them deal with the principal's accountability skill. Take a few minutes to reflect on the sentence and consider if your staff could say the same thing about *your* leadership. If your answer is yes, then place a checkmark in the column labeled Yes, My Staff Would Say This Describes Me.

| Accountability Reflection Statements | Yes, My Staff Would Say This Describes Me |
|--|---|
| Our principal is driven. | |
| Our principal expects every student to grow and make learning gains. | |
| Our principal really wants our school to be successful. | |
| Because our principal is motivated, our staff is motivated too. | |
| Our principal knows the current student achievement scores in our data rooms. | |
| Our principal meets with us (individually and as a team) and is part of conversations. | |
| Our principal is not afraid to have the difficult conversations when needed. | |
| Our principal discusses where improvement is needed in specific areas of our instruction. | |
| Our principal talks with teachers about an action plan where improvement is needed. | |
| Our principal follows up with teachers—always. | |
| Our principal always addresses issues. | |
| Our principal doesn't simply give us the answers to our improvement questions. | |
| Our principal gives us support but expects us to be the professionals and figure out a plan. | |
| Our principal believes we're the instructional experts. | |
| Our principal believes that if you don't want to work hard on focused goals and grow together as a team, then this isn't the school for you. | |
| Our principal doesn't allow us to do mediocre work. | |
| Our principal has high expectations and holds us accountable in every way. | |

After completing the chart, see if there were any statements where you could not place a checkmark in the right column. Take a few minutes, reflect, and then write your thoughts on what actions you could take so that your staff *could* make those statements about you. Then add some of your own sentences that you would like your staff to say about your leadership accountability.