

The Scale of Staff Interactions and School Cohesion

Howard M. Knoff, Ph.D.

Teacher/Staff Number (Last Five Numbers of S.S. #):

Position in the School: _____ Teacher _____ Administrator _____ Related Services
_____ Support (Para, Secretary, etc.) _____ Other

School:

Date:

Directions: Please rate (circle) the following to the best of your ability as it relates to staff in your school:

1. Understanding of the School's Mission

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

2. Understanding of their Roles in the School

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

3. Understanding of Expected Instructional Outcomes with the School

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

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4. Commitment to Staff Cohesion, Support, and Positive Morale

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

5. Interpersonal Effectiveness

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

6. Commitment to a Staff or Building Agenda, Not a Personal Agenda

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

7. Impact of the School's Mission on Staff's Instructional Activities

1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

8. Self- or Independently-Motivated/Enthusiastic

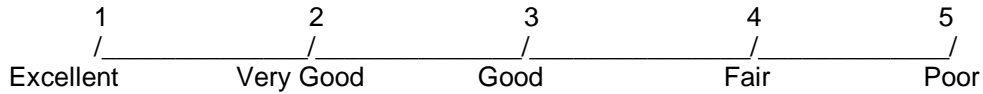
1 2 3 4 5
/ / / / /
Excellent Very Good Good Fair Poor

9. Respond to and Use Timelines/Deadlines Effectively

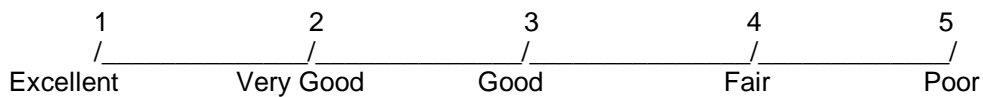
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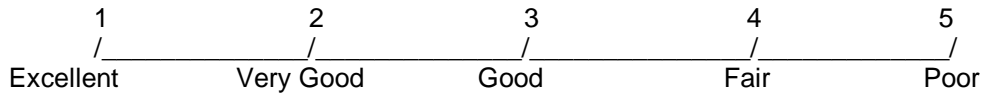
10. Willing to Take Risks/Thrive on New Challenges



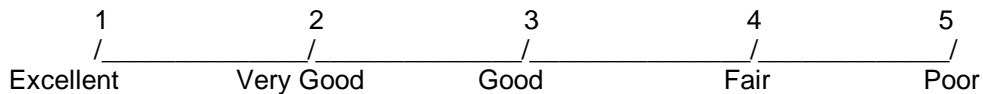
11. Focus on Outcomes, Principles, and Doing the Right Thing



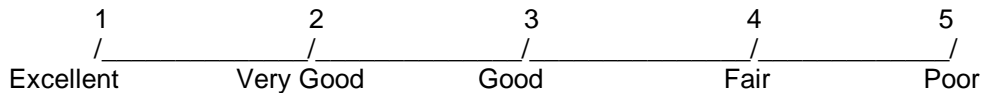
12. Focus on Problem-Solving, Not Blaming



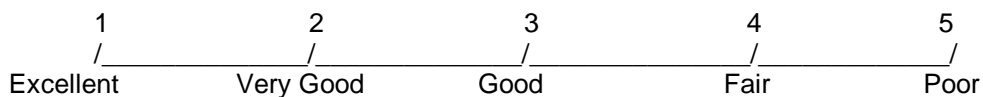
13. Focus on Skills and Outcomes, not on Hierarchies, Power, and Positions



14. Create Options for Mutual (Win-Win) Gain



15. Ability to Appropriately Delay, at times, Some Decisions so that More Options Can Be Developed



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16. Insist on Using Data and Objective Criteria to Make Decisions

1 / _____ 2 / _____ 3 / _____ 4 / _____ 5 / _____
Excellent Very Good Good Fair Poor

17. Staff Communication

1 / _____ 2 / _____ 3 / _____ 4 / _____ 5 / _____
Excellent Very Good Good Fair Poor

18. Staff Collaboration

1 / _____ 2 / _____ 3 / _____ 4 / _____ 5 / _____
Excellent Very Good Good Fair Poor

19. Staff Commitment

1 / _____ 2 / _____ 3 / _____ 4 / _____ 5 / _____
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20. Staff Celebration of Accomplishments

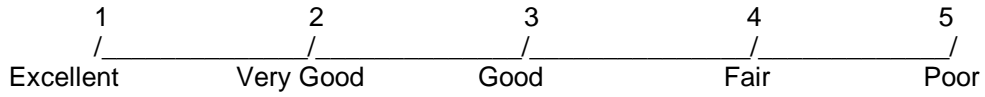
1 / _____ 2 / _____ 3 / _____ 4 / _____ 5 / _____
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21. Commitment to shared or collaborative leadership

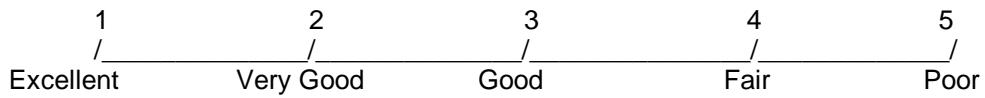
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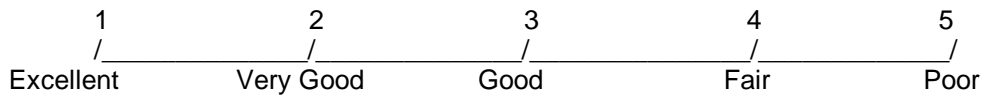
22. Focus on progress and the growth and development of people



23. Able to set high, yet realistic, expectations



24. Willing to model behavior



25. Able to deal with problems and problematic colleagues

