



Talking Points

For use and sharing by educational leaders in Minnesota

Who do you think you are?

Who do they think you are?

The question “*Who do you think you are?*” has been used at many times in many situations—often in a condescending or challenging way. But confronting the question can be very useful to leaders seeking professional alignment among their vision, goals, and behaviors and within their school community.

Begin by answering the following questions for yourself. Notice if the reality of your administration reflects your ideals as a leader.

- 1) What is your concise vision for the school(s) in which you provide leadership?
- 2) What is the school community’s vision for your school(s)?
- 3) What are the five most important functions of your job?
- 4) To what job-related activities do you dedicate the most time?
- 5) What are your top three goals for the schools next year?
- 6) Who are your three most significant partners in raising student achievement?

Now, send these questions to your staff and community members in a format that encourages a response.

- 1) What is your principal’s/superintendent’s vision for the school community in which you work or live?
- 2) What is your vision for the school community in which you work or live?
- 3) What are the five most important functions of the principal/superintendent in your school(s)?
- 4) To what activities do you think your school principal/superintendent dedicates the most time?
- 5) What are your principal’s/superintendent’s top three goals for the schools next year?
- 6) Who are the three most significant partners to join the school district in raising student achievement?

Finally, compare the two sets of answers and identify areas of strong alignment, areas where alignment could be improved, and areas where additional reflection or information is required.

The benefits of this exercise are at least four-fold.

- 1) The exercise provides a meaningful reflection for you as an educational leader.
- 2) The activity communicates to your staff and community the importance of their input and perspectives.
- 3) The responses highlight areas of inconsistency and provide targets for increased understanding, communication and education.
- 4) The information gained helps to keep your leadership current and relevant.



These materials are provided by
The Minnesota Association of School Administrators
The Minnesota Association of Secondary School Principals
The Minnesota Elementary School Principals' Association

For additional information on this or other **INVESTMN** materials, contact Shari at sprest@arkassoc.com, 952-255-8394,
19227 Ingleside Court, Lakeville, MN 55044r