

Waconia Public Schools
360 Review Process & Survey Template

At Waconia Public Schools, we believe that strong leadership is essential to fostering a positive and effective learning environment. The 360 Review Process provides school administrators and employees with well-rounded feedback from multiple perspectives, including colleagues, peers, and other key stakeholders. This process aims to highlight strengths, identify areas for growth, and support continuous professional development.

The feedback collected will be confidential and used constructively to enhance leadership effectiveness, communication, and decision-making. By participating in this review, you play a vital role in shaping leadership practices that contribute to a thriving Waconia Public Schools community.

We appreciate your honest and thoughtful input as we work together to strengthen our leadership and improve our schools.

Waconia Public Schools 360 Survey

Instructions:

Please rate the following statements based on your experience with the individual being reviewed. Your feedback will remain confidential and will be used to support their professional growth.

Rating Scale:

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Not Applicable

Leadership & Collaboration

- Builds rapport, is approachable, visible, and available.
- Provides answers to questions in a timely manner.
- Is willing to collaborate and compromise to meet building or department needs.
- Cares about and supports staff as professionals.
- Is an effective listener.
- Maintains open communication with district stakeholders.
- Keeps staff informed of school/district matters pertinent to them.
- Works effectively with individuals and groups.
- Supports the district's strategic goals and direction.

- Exhibits the district's core values of Respect, Collaboration, Inclusiveness, Empathy, and Resilience.
- Seeks and applies feedback for continuous improvement
- Responds to conflict or concerns in a fair, professional and effective manner.

Knowledge & Decision-Making

- Demonstrates knowledge in their specific area or department.
- Understands and applies laws and policies governing schools and the school system.
- Communicates the importance of focusing on student needs.
- Maintains high standards of ethics, honesty, and integrity.
- Advocates effectively for the district.
- Is well-informed in areas of responsibility and applies that knowledge to position the district strategically.

Resource Management and Accountability

- Manages resources effectively, ensuring alignment with the district's strategic direction and needs.
- Follows through and delivers on commitments.
- Sets high standards for administrators, staff, and student performance.

Additional Feedback

Please provide any other constructive feedback that the individual can use to work more effectively in their role:

Thank you for your participation in the Waconia Public Schools 360 Review Process!
Your insights are invaluable in fostering a culture of excellence and continuous growth.