**2013-14 School Leader 360 Survey**

**Survey Questions for ACADEMIC DEANS (new questions for 13-14 are highlighted in green)**

**Section I. Instructional Expertise and Leadership**

1. How effective is your Academic Dean at setting clear goals and priorities and communicating progress towards them?
2. How effective is your Academic Dean at providing frequent lesson observations, feedback and practice to help teachers improve their instruction?
3. How well does your Academic Dean maximize the impact of formal PD time (August training, Data Days, Friday PD) by ensuring that all sessions are well planned and ample practice time is prioritized?
4. How effective is your Academic Dean at raising the rigor bar at your school?
5. How effective is your Academic Dean in guiding you through your instructional planning process?
6. How successful is your Academic Dean at ensuring there are systematic interventions happening whenever students are struggling?

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**Section II. School Culture and Character Development**

1. How effectively does your Academic Dean support school–wide expectations around school culture and student behavior?
2. How successfully does your Academic Dean build personal relationships with students?

**Section III. Vision and Inspiration**

1. How successful is your Academic Dean in cultivating and modeling J-factor throughout the school?

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**Section IV. Management and Talent Leadership**

1. When there are challenges or problems, how successful is your Academic Dean at calmly and creatively finding new solutions?
2. How successful is your Academic Dean in engaging in formal and informal conversations about race, class and other issues of diversity to improve the school and outcomes for students?
3. How successful is your Academic Dean in building productive working and/or mentoring relationships with those from diverse backgrounds, particularly with someone from a different cultural and socioeconomic background?

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**Section V. Overall Feedback**

1. How responsive is your Academic Dean to your comments, questions, or concerns?
2. How present and accessible is your Academic Dean in the school – i.e. in classrooms, hallways?
3. How well does your Academic Dean exemplify the Achievement First core values?
4. Overall, how effective is your Academic Dean in his/her role?
5. What are this leader’s greatest professional strengths?  Please briefly describe 2-3 strengths and how each strength has helped him/her contribute.
6. What are this leader’s areas for improvement? Please describe 2-3 areas this person can continue to improve.
7. Do you have any additional feedback?