Blue Sky Thinkers

Blue Sky Thinking on Giving and Getting Employee Feedback

☀ **Rationale: If you needed a reminder, these two articles lay out reasons**
The Science of Employee Feedback
Our tips on how school leaders can give meaningful, quality feedback to help employees learn and grow (Click Here)
By Brittany Edwardes Keil

How to encourage teachers to give honest feedback (Click Here)
By: Bethany Spencer

"Getting feedback right is critical, both for your district's (school's) overall organizational health and for your relationships with your employees. And while giving effective feedback is an art to be honed over time, there are plenty of science-based tips that can help you get there."

Articles outline elements of effective feedback. Not rocket science, but excellent reminders.

21 Questions to Guide Your End-of-Year PLC Team Reflection
(Click Here)
By: Angela Buckingham

"As the school year draws to a close, it's a great time for Professional Learning Communities (PLC) teams to reflect on their collective achievements, growth areas, and improvement opportunities. Reflection is a key component of the continuous improvement process, and taking time to evaluate the effectiveness of the strategies and practices implemented over the course of the year can help teams identify what worked well and what could be improved upon."

Everyone has some form of PLC structure in their schools, whether they call them PLC's, or something else. Reflecting on your internal growth process as you wind up your year is critical as you begin to look at changes for 2024-2025. The 21 questions are a fabulous exercise for teaching faculty.

☀ **5 ways to collect honest employee feedback (Click Here)**
By: Workleap

"Collecting employee feedback is a key part of maintaining your team's health and growing as a manager. Whether it's positive, negative, or constructive feedback, effective communication channels allow you to keep a pulse on what's enabling or blocking your team's success and overall employee happiness."

While some of this is process oriented and not specific to just the end of year feedback, some of it can be used at this point in the year. All of it is a good reminder that we need to have these reflective processes built into our year to constantly be checking on employee satisfaction and needs.

☀ **Receiving and Giving Effective Feedback (Click Here)**
By: University of Waterloo Centre for Teaching Excellence

"Providing iterative feedback is preferable as this provides the recipients the opportunity to improve before participating in the next activity and before a formal evaluation. Effective feedback is achieved by establishing a positive interpersonal relationship between the person(s) providing feedback and the recipient(s) as this creates an environment that fosters development."

Two sections in this article on receiving and giving effective feedback are great reminders for how we should structure and approach the feedback process.

Blue Sky Thinking on Team Strategy and Goals

☀ **"Strategic Reflections: Closing Your Leadership Year Strongly" (Click here)**
By Cynthia Corsetti

"Reflection is a powerful exercise for achieving clarity, enhancing decision-making, and formulating insightful strategies. It transforms challenges into opportunities and lessons into actionable plans. By reflecting, you're not just revisiting the past but shaping the future."

A great opener to reflect on your individual and group practices this year. Use this with your team. Also, an embedded video by Simon Sinek

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☀ **"End-of-Year Reflection Questions to Transform the School Year" (Click Here)**
By: Dive

"End-of-year reflections foster a sense of unity and open communication within teams. As team members gather to discuss their experiences and accomplishments, they strengthen their connections and deepen their understanding of each other's contributions."

	I think you could share this article with your senior leadership team and simply say, "what within this article do we need to do, what will help us on our collective journey here".
☀	**"END-OF-YEAR REFLECTION: 5 ORGANIZATIONAL CHECKPOINTS"** **By: LaMarsh** **(Click Here)** *"As the year draws to a close, it's a vital time for organizations to pause and reflect. This period of introspection can be incredibly valuable, providing insights that can shape future strategies and initiatives. Here are five key areas where an end-of-year reflection can yield significant benefits for any organization:"* The article outlines five critical questions for end-of-year reflection. I would take these five areas, turn them into questions for your senior leadership team to address as a group based on the year. Open honest, candour to consider the year and how we want to move forward.

Blue Sky Thinking on Reflecting on My Own Leadership Practice

☀	**"Year-End Reflection: How Executive Leaders Evaluate Their Impact"** **(Click here)** **By: Michael Morgan** *"As an executive leader, your year-end reflection is a critical process, serving as a strategic pause to evaluate your year's successes and challenges. This period of introspection isn't just about tallying up your achievements or setbacks; it's an opportunity for you to deeply analyze your decisions, leadership style, and their impact on your organization."* A significant inventory of excellent questions that leaders, if they are serious about their own growth, and prepared to spend the time, should look at. This might be more of a summer project.
☀	**"The Art of Reflective Leadership: A Year-End Review"** **(Click Here)** **By: Dan Grisoni** *"Taking time for introspection is a necessity because, much like tending to a garden — you nurture what's flourishing, prune what needs attention, and make room for new blossoms. For leaders, this introspective moment is the key to unlocking the transformative power of self-reflection."* Deeper, detailed and very thorough outline of a deep reflection process all ready for you.

	"Mastering Year-End Reflection: Close Out the Past and Set the Stage for a Better Year" **(Click Here)** By: J.D. Meier **"Reflective thinking turns experience into insight." — John C. Maxwell** Reflective practice approaches from a few significant others from business. A few different approaches and questions to use.
☀	**"How to Do the End of the Year Reflection"** **(Click Here)** By: Productive Fish **"Before we dive into the details of year-end reflection, it's important to consider the form this reflection can take. Reflecting is an intensely personal process and of course there's no one-size-fits-all approach. Here are only some of the possible options of how to do an end of year reflection:"** A similar approach to thinking about year-end reflection. Perhaps a little more playful and creative.
☀	**"How to Get Feedback When You're the Boss"** **(Click Here)** By: Amy Gallo **"The higher up in the organization you get, the less likely you'll receive constructive feedback on your ideas, performance, or strategy. No one wants to offend the boss, right? But without input, your development will suffer, you may become isolated, and you're likely to miss out on hearing some great ideas. So, what can you do to get people to tell you what you may not want to hear?"** Lots of great questions to consider, some "do's and dont's" and some excellent case studies.

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