THE REFLECT ASSESSMENT FOR TEACHING AND LEARNING

Note the 12 practices listed below and think about how they frame your orientation to teaching and learning in your classroom. Rank each practice based on how central that practice is to your work in the classroom. Begin by putting a 12 next to the item that is **most prominent** in your practice and a 1 next to the item that is **least prominent** in your practice. Continue until you have ranked each of the practices.

A. _____ Adapting lessons in response to student cues

B. _____ Empowering students

C. _____ Communicating clear expectations for behavior

D. _____ Cultivating creativity and spontaneity

E. _____ Challenging students to do their best

F. _____ Establishing a culture of accountability in the classroom

G. _____ Organizing learning activities and resources

H. _____ Setting clear goals and monitoring progress

I. _____ Building trust

J. _____ Making learning relevant to students

K. _____ Facilitating teamwork & cooperation

L. _____ Maximizing instruction and learning time

Reminder: 12 = most prominent, 1 = least prominent

When you have completed your rank ordering, go to the next page to score your results.

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Scoring the Reflect Assessment

Score your responses to the Reflect Assessment following the criteria below. Then, plot your scores on the scale in the appropriate quadrant on the next page.

Yellow Quadrant

Plot your average score for items B, I, and K on the scale in *yellow* quadrant.

Item	Score
B	
I	
K	
Average of B, I, and K	

Green Quadrant

Plot your average score for items A, D, and J on the scale in *green* quadrant.

Item	Score
A	
D	
J	
Average of A, D, and J	

Blue Quadrant

Plot your average score for items E, F, and H on the scale in *blue* quadrant.

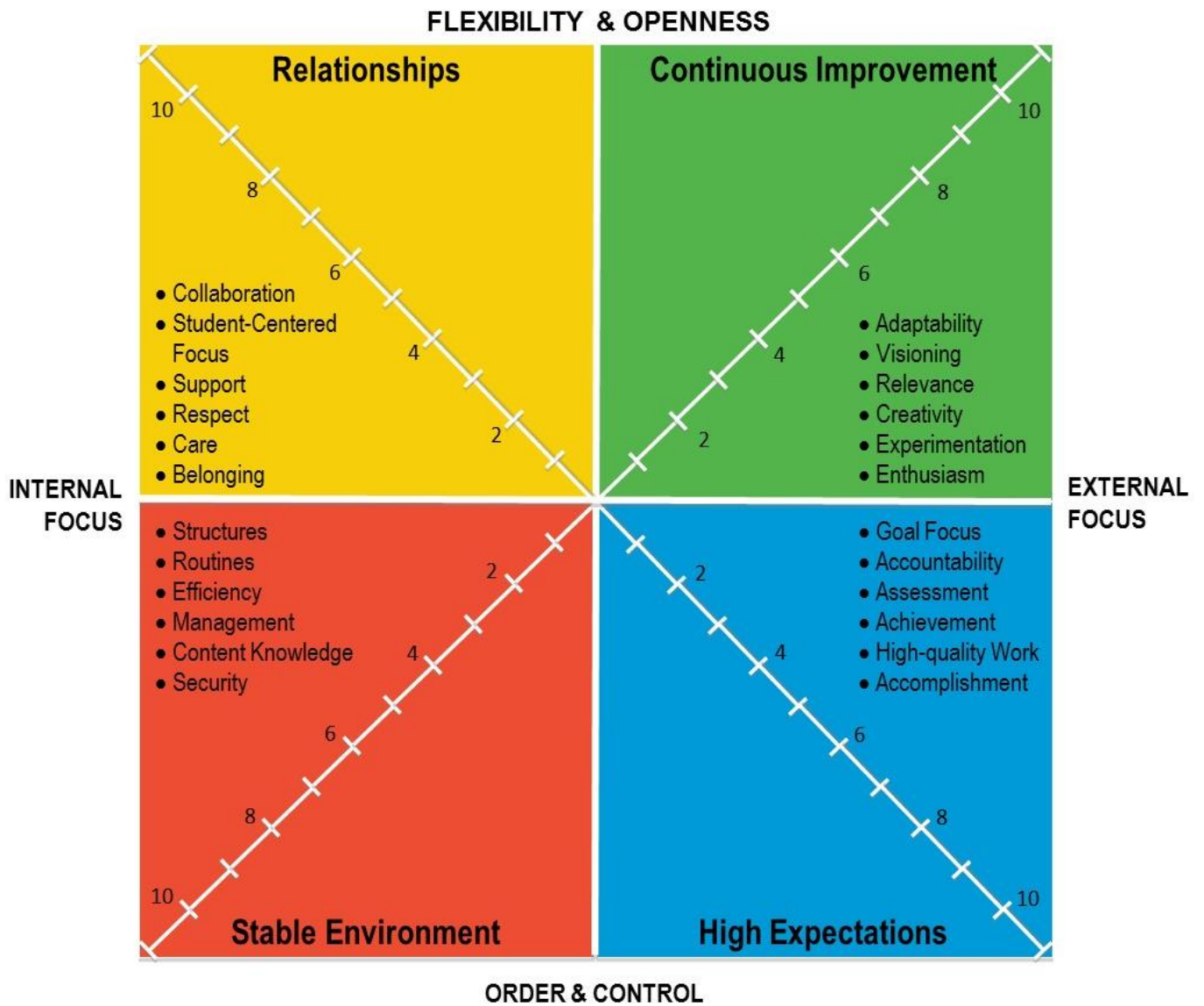| Item	Score
E	
F	
H	
Average of E, F, and H	

Red Quadrant

Plot your average score for items C, G, and L on the scale in *red* quadrant.

Item	Score
C	
G	
L	
Average of C, G, and L	

Reflect Assessment Results Profile

Connect the dots to get a sense of the relative importance of the attributes that tend to drive your practice.

FLEXIBILITY & OPENNESS

Relationships

10

8

6

- Collaboration
- Student-Centered Focus
- Support
- Respect
- Care
- Belonging

4

2

Continuous Improvement

10

8

6

- Adaptability
- Visioning
- Relevance
- Creativity
- Experimentation
- Enthusiasm

4

2

INTERNAL FOCUS

- Structures
- Routines
- Efficiency
- Management
- Content Knowledge
- Security

2

4

6

8

10

Stable Environment

- Goal Focus
- Accountability
- Assessment
- Achievement
- High-quality Work
- Accomplishment

2

4

6

8

10

EXTERNAL FOCUS

High Expectations

ORDER & CONTROL

Interpreting the Results of Your Reflect Assessment

Once you have completed your results profile, the next step is to interpret the results. There are two important factors to consider when interpreting your profile.

1. Note the relative magnitude of the average scores in each of the quadrants. The larger the average score, relative to the others, the more central that set of attributes is to your practice.

2. Consider the relationship between the quadrants. Are you able to connect these attributes in your practice?

An average score that is greater than 6.0 indicates a high affinity to the attributes associated with that quadrant. An average score of less than 6.0 indicates a lower affinity to those attributes.

Conclusion

The results of the Reflect Assessment enable you to assess the key attributes in your current teaching practice. It indicates *where you are right now*.

Your next step is to assess *where you would like to be*. Continue to reflect and talk to administrators, colleagues, and students to inform your development goals.

Your final step will be to *close the gaps* between where you are and where you would like to be.