First, you need to determine the hunger pangs of your staff. The following simple self-assessment, which has been developed informally during the years through discussions, surveys, and observations, may provide some insight. It is based on common sense and information gathered from outstanding educators concerning how effective administrators lead. Answer each of the following questions by marking “yes” or “no” and then score yourself at the conclusion. Each question will be explained following the assessment.

\_\_\_\_ YES \_\_\_\_ NO 1. Do you have a low teacher absentee rate?

\_\_\_\_ YES \_\_\_\_ NO 2. Is it easy to ask teachers to do something not outlined in their control?

\_\_\_\_ YES \_\_\_\_ NO 3. Do teachers keep talking and include you in the conversation when you enter a

 room?

\_\_\_\_ YES \_\_\_\_ NO 4. Do you easily get teacher to volunteer for additional activities?

\_\_\_\_ YES \_\_\_\_ NO 5. Do you feel totally energized at the end of the day having accomplished many

 major tasks?

\_\_\_\_ YES \_\_\_\_ NO 6. Do you readily walk into classrooms when teachers are teaching and/or doors

 are closed?

\_\_\_\_ YES \_\_\_\_ NO 7. Do you spend the majority of your day out of your office and accessible?

\_\_\_\_ YES \_\_\_\_ NO 8. Do teachers let you know how comfortable they are talking to you?

\_\_\_\_ YES \_\_\_\_ NO 9. Do you discuss controversial issues with the faculty?

\_\_\_\_ YES \_\_\_\_ NO 10. Do you look forward to and realistically schedule teacher evaluations?

\_\_\_\_ YES \_\_\_\_ NO 11. Do you openly share your belief systems and expectations with all?

\_\_\_\_ YES \_\_\_\_ NO 12. Do you encourage teachers to provide input and suggestions?

\_\_\_\_ YES \_\_\_\_ NO 13. Do you regularly ask teachers to evaluate your effectiveness?

\_\_\_\_ YES \_\_\_\_ NO 14. Do you schedule time to actually teach in a classroom and work with students?

\_\_\_\_ YES \_\_\_\_ NO 15. Do you take an interest in your teachers’ personal well-being?

\_\_\_\_ YES \_\_\_\_ NO 16. Do you plan regular and ongoing socials for your staff?

\_\_\_\_ YES \_\_\_\_ NO 17. Do you surprise teachers regularly with a note of thanks or a random act of

 kindness?

\_\_\_\_ YES \_\_\_\_ NO 18. Do you avoid unwarranted distractions during the day (e.g., intercom

 announcements)?

\_\_\_\_ YES \_\_\_\_ NO 19. Do you inform teachers of upcoming meetings in advance to allow time to plan

 for personal obligations?

\_\_\_\_ YES \_\_\_\_ NO 20. Do your teachers proudly exhibit professionalism during meetings and in-service

 workshops (e.g., not working on other activities, not leaving at contracted time,

 etc.)?

\_\_\_\_ YES \_\_\_\_ NO 21. Do you ask teachers to complete forms only once and then share results with

 the staff?

\_\_\_\_ YES \_\_\_\_ NO 22. Do you have a monthly and weekly planning sheet that is shared with everyone?

\_\_\_\_ YES \_\_\_\_ NO 23. Do you make it a practice to touch base with as many adults as possible every

 day?

\_\_\_\_ YES \_\_\_\_ NO 24. Do you feel comfortable dropping by the teachers’ lounge to chat?

\_\_\_\_ YES \_\_\_\_ NO 25. Do you attempt to join different teachers at lunchtime to touch base?

\_\_\_\_ YES \_\_\_\_ NO 26. Do you ask for input first and THEN make decisions based on the input?

\_\_\_\_ YES \_\_\_\_ NO 27. Do you regularly hear teachers referring to you as supportive?

\_\_\_\_ YES \_\_\_\_ NO 28. Do you believe you have a good understanding of the curriculum and activities

 in your school?

\_\_\_\_ YES \_\_\_\_ NO 29. Do you enjoy making presentations and sharing promising practices at

 conferences to other educators?

\_\_\_\_ YES \_\_\_\_ NO 30. Do you take every opportunity for your own personal and professional growth?

\_\_\_\_ YES \_\_\_\_ NO 31. Do you encourage your staff to attend conferences, visit other schools, and

 learn from other resources?

\_\_\_\_ YES \_\_\_\_ NO 32. Do you make it a priority to connect with parents and invite them into the

 school?

\_\_\_\_ YES \_\_\_\_ NO 33. Do you make an effort to share effective practices and programs with

 community members and parents when in the community?

\_\_\_\_ YES \_\_\_\_ NO 34. Do you make an effort to learn students’ names and backgrounds?

\_\_\_\_ YES \_\_\_\_ NO 35. Do students come to you to talk or ask for advice?

\_\_\_\_ YES \_\_\_\_ NO 36. Do you feel knowledgeable about and included in all the student-oriented

 activities teachers are organizing for their students?

\_\_\_\_ YES \_\_\_\_ NO 37. Do you feel comfortable discussing curriculum or discipline issues with parents?

\_\_\_\_ YES \_\_\_\_ NO 38. Do you make an effort to arrange FUN activities for the staff and students?

\_\_\_\_ YES \_\_\_\_ NO 39. Do you look forward to going to work every day?

\_\_\_\_ YES \_\_\_\_ NO 40. Do you focus more on solutions than on problems?

\_\_\_\_ YES \_\_\_\_ NO 41. Do you continually talk positively about your staff members to others?

\_\_\_\_ YES \_\_\_\_ NO 42. Do you encourage student work to be displayed everywhere possible

 throughout the school?

\_\_\_\_ YES \_\_\_\_ NO 43. Do you encourage students to be engaged in their climate and make suggestions

 to help?

\_\_\_\_ YES \_\_\_\_ NO 44. Do you avoid silent lunches and school wide punishment?

\_\_\_\_ YES \_\_\_\_ NO 45. Do you recognize that every teacher is different and allow them to conduct

 classrooms in a manner fitting to the needs of the students being taught?

\_\_\_\_ YES \_\_\_\_ NO 46. Do you admonish only the staff members in the wrong rather than

 implementing a new policy that punishes everyone?

\_\_\_\_ YES \_\_\_\_ NO 47. Do you avoid embarrassing a staff member in front of peers, parents, and/or

 students?

\_\_\_\_ YES \_\_\_\_ NO 48. Do you take the time to deal with teachers’ needs and frustrations?

\_\_\_\_ YES \_\_\_\_ NO 49. Do you ask for input on budget items, calendars, and meeting agendas?

\_\_\_\_ YES \_\_\_\_ NO 50. Do you make your own personal/family time a top priority in your life?

How did you do? Count up the number of “YES” answers and look at your score below.

 41-50 marked YES – Your teachers are SATIATED. Great Job!

 31-40 marked YES – Your teachers are SATISFIED. They need SNACKS!

 21-30 marked YES – Your teachers are HUNGRY. They need nourishment immediately!

 11-20 marked YES – Your teachers are FAMISHED. Send for MEALS ON WHEELS!

 0-10 marked YES – Your teachers are EMACIATED. They may need intravenous nourishment.

Adapted from: If You Don't Feed the Teachers They Eat the Students!: Guide to Success for Administrators and Teachers by Neila A. Connors