

2011-2012 OCDE Executive Leadership Series School-Site Visit Discussion Guide

The school-site tour is intended to accomplish two goals:

1. To build understanding and appreciation for the service the site provides to students and the community;
2. To highlight the school site's best practices in change management, managing employees, and participative management.

Following the site tour, please debrief the visit with your ELS team. It would be best to have this meeting immediately following the tour, so that your impressions and insights will be fresh in your mind. Below are some questions to guide your team group's discussion:

Discussion about the School-Site

- What have you learned about this school site that you didn't already know?
- What impressed you the most about the school site?
- What new knowledge have you gained about OCDE that can help you in your current position?

Discussion about OCDE Leadership

- What challenges has the school-site faced with regard to **change management, managing employees, and/or participative management**?
- How has the school site met these challenges?
- Is there something you learned during the tour that has inspired you to think differently about the way you perform these competencies?

Discussion about your leadership development

Consider the competency, behavior, or skill that you identified for your own professional development work at the October 17 leadership session. Have you actively worked on applying the competency, skill, or behavior at work?

- If yes, what have you tried, and what has been the outcome?
- If no, what are the barriers that are making application difficult?
- Is there something you learned during the tour that has inspired you regarding your identified goal and how you can better achieve it?

It is not necessary to answer each of these questions specifically; as long as your discussion covers the three main topic areas, please feel free to let your conversation flow as is appropriate. You may format the discussion group in any way you would like (i.e., break into small groups, build snowball groups, etc.) Finally, though many ELS groups find the site visit to inspire considerable conversation, please be aware of time and resource constraints by limiting your discussion to no longer than 90 minutes.