

# 360 DEGREE FEEDBACK FOR SCHOOLS **(ONLINE)**

We take pride in the fact that we were the first organization that ventured into providing 360-degree feedback for schools. This service is available for teachers, principals, and school heads or directors. The 360 DF process includes feedback even from students and their parents along with the other respondents. In the last two decades, many schools and institutions have experienced this process and the principals have been able to bring about a change in their culture based on the feedback received. School principals, board members, and even teachers have benefited significantly by participating in a 360 Degree Feedback based Leadership Development Initiative.

## TVRLS 360 DEGREE FEEDBACK INSTRUMENT FOR SCHOOLS

The instrument for school heads is divided into 3 various sections:

1. Section A: Managerial and Leadership Roles
2. Section B: Behavioral Qualities
3. Section C: Open-Ended Questions

### Section 1: MANAGERIAL & LEADERSHIP ROLES

The Roles section of the instrument is based on 10 key duties or 'Roles' that key role holders of the School or Education Institute carry out in the Institute or School. There are a total of 49 items that assess these 10 dimensions or 'Roles'. These dimensions are:

1. Vision and Values
2. Culture building
3. Resource management
4. Image building
5. Sensitivity to students growth and problems
6. Management and development of teachers
7. Administrative work
8. Communication skills and clarity
9. Linkage with parents and community
10. Liaison with other schools and management bodies

### Section 2: BEHAVIORAL QUALITIES

This section includes 26 traits and behavioral qualities that are to be assessed by others on a scale of 1 to 5, where 1 stands for 'rarely demonstrated behavior' and 5 stands for 'demonstrates this quality/behavior all the time'.

### Section 3: OPEN-ENDED

The last section of the questionnaire has 3 open-ended questions:

1. Please list down the 5 greatest strengths of the individual or activities the participant should continue doing
2. Please list down 5 weaknesses of the individual or activities he/she should stop doing
3. Please list down 5 suggestions for the individual to improve

**SAMPLE REPORT**