

The Framework for Reflection and Growth

5 Domains:

1. • Mindset
2. • Personal Qualities / Values
3. • Professional Qualities
4. • Knowledge / Skills
5. • Annual Goals

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1. Mindset	2. Personal Qualities / Values	3. Professional Qualities	4. Knowledge / Skills	5. Annual Goals
1.1 Systems Improvement 1.2 Grounded Optimism 1.3 Constituent-Focused 1.4 Adaptability / Flexibility	2.1 Lifelong Learning 2.2 Peer Relationships 2.3 Collegial Recognition 2.4 Integrity	3.1 Results – Oriented 3.2 Creative / Innovative 3.3 Attention to Detail 3.4 Teamwork	4.1 Critical Thinking 4.2 Content – Area Expertise 4.3 Personal Time Management 4.4 Reflective 4.5 Communication	5.1 Goal 5.2 Goal 5.3 Goal 5.4 Goal (optional) 5.5 Goal (optional)

Domain 1: Mindset

A professional's mindset is inclusive of the ideas, attitudes, and dispositions that impact how they approach, interpret, or respond to various situations in the workplace. The Mindset competencies include attitudes and core values that guide an individual's actions within the organization.

Competencies:

- 1.1 Systems Improvement
- 1.2 Grounded Optimism
- 1.3 Constituent-Focused
- 1.4 Adaptability / Flexibility

Domain 1: Mindset

Competency 1.1 Systems Improvement

A professional perceives opportunities and takes action to foster the growth and development of the organization. They have a sense of ownership with respect to the success or failure of the organization.

Indicators of Success – “I / I am ...”

Not Evident	Beginning / Attempting	Making a Strong Effort	Meeting Expectations	Exceeding Expectations
	<ul style="list-style-type: none">occasionally seek out information on current trends in education.consider how our offerings meet constituent needs in light of those trends.	<ul style="list-style-type: none">regularly seek out information on current trends in education.identify constituent needs based on those trends.may make suggestions for enhancements or improvements to current practices, procedures, and/or programs.	<ul style="list-style-type: none">seek out opportunities to enhance approaches to meeting constituent needs based on current trends in education.identify and communicate improvement opportunities for the organization.may identify potential services to offer to meet constituent needs.	<ul style="list-style-type: none">consistently seek out opportunities to create fresh new approaches for meeting constituent needs based on current and upcoming trends in education.take initiative to identify and communicate improvement opportunities for the organization.network with others to identify potential services to offer to meet constituent needs.