**Leading through challenging times**

These questions can guide school leaders and their leadership teams through the process of reflecting on a crisis response. Working through these questions in your own context can provide insights into your leadership during each phase of a crisis to guide evaluation, learning and growth.

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| **Triage** | **Transition** | **Transform** | **Wellbeing** |
| * How promptly was the crisis identified and actions taken?
* What structures do we have in place to support people through a crisis?
* What evidence do we have (or could we collect) on how we could have done this better?
 | * To what degree did people work together and demonstrate a shared sense of responsibility?
* What examples of leadership did we see during this time?
* In what ways did we listen to others, how did we ensure their concerns, questions and interests were heard and addressed?
* What new ways of doing things emerged?
* What inspiring acts of collaboration did we see?
 | * What evidence do we need to collect to evaluate, learn and grow from this experience?
* How will this data inform our next steps?
* How might we collect diverse perspectives from stakeholders (students, teachers, parents) on what they have learned or gained?
* What should we keep/stop/start doing?
* What is possible now that might not have been possible before?
* How do we continue to develop collective efficacy in our community, and use this experience to learn how to best work with all students?
* How can we ‘build back better’ and ensure we increase our resilience for coping with future crises?
 | * Which self-care strategies are most effective for my own wellbeing, and how well did I use them/am I using them?
* What were the practices that people reported helped them feel safe and provided them with some sense of certainty?
* Who in our community is at risk, and how are we working to ensure everyone is connected, protected and respected?
* How have we grown as individuals and as a community?
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Refer to the **AITSL Spotlight: The role of school leadership in challenging times** for further information.