**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? |

Refer to the **AITSL Spotlight: The role of school leadership in challenging times** for further information.