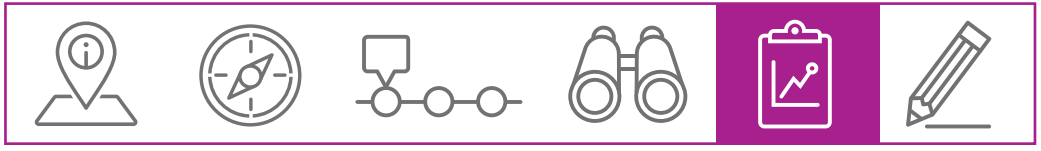


# IMPACT ASSESSMENT



Note: Impact is measured both qualitatively and quantitatively

The need or challenge that drove me/us to engage in this leadership work was...



The solution I/we identified was...



What activities did I/we engage in at first?

Overall, how many others **PARTICIPATED** in the work?

face-to-face

virtual meetings

social media

other virtual collaborations

other

TOTAL

**BEST GUESSES?**

How many of the teachers reached have been **INFLUENCED** by this work in ways that have changed their practice as teachers and/or leaders?

Share evidence of this influence in the **EVIDENCE OF PERSONAL CHANGE** section on this and the next page.

How many of the teachers reached have **BECOME INFLUENCERS** who now engage additional educators in this work?

Share evidence of this influence in the **EVIDENCE OF SYSTEM CHANGE** section on the next page.

How has participation in this community affected y(our)...

Was this more of an *individual* leadership effort or a *collective* leadership effort?

 individual effort

 collective effort

...perspective on issues of professional practice? [e.g. sense of professional identity, inspiration, confidence, status...]

...personal reputation, networks, relationships, or connections?

...access to resources? [e.g. information, knowledge, tools, documents, research, financial opportunities...]

...influence due to its collective voice or recognition? [e.g. status of the profession, status of (y)our role in the profession, new ways of thinking...]

EVIDENCE OF IMPACT



What evidence do I/we have of influence that has resulted in changed practice?

Specific stories that show changes in how teachers work inside their classrooms or with colleagues

New attitudes toward work by professionals

Student work or scores that show more effective practice?

EVIDENCE OF PERSONAL CHANGE

Name/Team (if applicable)

Org/School

Role

Date

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List **UP TO FIVE** teachers/other individuals you contacted most often in doing this work.  
Who are **MOST POSITIVELY (X)** impacted by engaging with you?  
Who are **LEAST (O)** impacted?

EVIDENCE OF PERSONAL CHANGE

Five horizontal lines for listing individuals, each preceded by a small orange square checkbox.

Of those most positively impacted — how did their practice change? Share evidence.

Large empty orange box for sharing evidence of practice change.



As a result, what changes are anticipated or recognized for how my school/district/association/organization/state operates as a system?  
[e.g. shifts in culture, how work is shared among teachers, how work is shared between teachers and administrators, how decisions are made and who makes them, degree to which there is a sense of trust and mutual respect among professionals in different roles...]

EVIDENCE OF SYSTEM CHANGE

Large empty light purple box for describing system changes.



After looking at the evidence of improved practice, what is something that happened that I/we did not expect?

When I reflect on the work of our community, I/we are most proud of...

Large empty light pink box for unexpected outcomes.

Large empty light pink box for pride in community work.

REFLECTIONS

What advice would I/we give others attempting similar work?

Large empty light pink box for providing advice.