

# Assessment Tools

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1. Reactions to Change
2. Concerns About an Innovation
3. Organizational Climate
4. Leadership Style
5. Goal Consensus and Communication Processes
6. Collegiality and Collaboration
7. Decision-Making Processes
8. Supervision and Evaluation Processes
9. Organizational Norms
10. Group Meeting Processes
11. Parent Satisfaction
12. Preschool Teaching Practices
13. Infant-Toddler Teaching Practices
14. Learning Style
15. Psychological Type
16. Beliefs and Values
17. Communication Style
18. Job Satisfaction
19. Professional Orientation
20. Role Clarity
21. Role Clarity (new staff)
22. Organizational Commitment
23. Perceived Problems
24. Flexibility and Openness to Change
25. Co-Worker Feedback
26. Goal-Setting Motivation

# Worksheets

**T**hese forms may be freely reproduced for professional development purposes at your center. Permission for systematic large-scale reproduction for other training and research purposes or for inclusion in other publications must be obtained from New Horizons. This CD-ROM includes the following worksheets:

1. Identifying a Problem
2. Analyzing the Situation
3. Generating Possible Solutions
4. Action Plan
5. Individual Profile
6. Observations
7. Individual Learning Plan: Self-Reflection
8. Individual Learning Plan: Goal Setting
9. Individual Learning Plan: Action Steps
10. Peer Observation
11. Performance Appraisal—Preschool Teacher
12. Working Toward a Common Vision