

The 4 R's Reflection Tool

BIE Leader Edition

Respect • Relevance • Relationships • Responsibility

Directions for BIE Leaders

Reflect on how the 4 R's are embedded across classrooms, teams, and schoolwide systems. Consider instructional practices, adult culture, and student experience. Determine your current level of implementation and identify high-leverage leadership moves that will strengthen coherence and impact.

Reflection Rating Scale

1 – Emerging 2 – Developing 3 – Sustaining 4 – Systemic & Scalable

RESPECT

Rating (1–4): _____

- A culture of dignity, belonging, and psychological safety is evident schoolwide.
- Adult behaviors model equity and inclusive practices.
- Students consistently feel seen, heard, and valued across classrooms.

Leadership Strengths:

Next Leadership Moves:

RELEVANCE

Rating (1–4): _____

- Project-based learning connects to authentic, community-based challenges.
- Learning experiences reflect real-world application and purpose.
- Students understand the 'why' behind their work.

Leadership Strengths:

Next Leadership Moves:

RELATIONSHIPS

Rating (1–4): _____

- Strong relational trust exists among staff and students.
- Collaboration structures support high-quality PBL implementation.
- Student voice meaningfully influences school decisions.

Leadership Strengths:

Next Leadership Moves:

RESPONSIBILITY

Rating (1–4): _____

- Students demonstrate agency and ownership in learning.
- Reflection and critique protocols are embedded in practice.
- Shared accountability systems support continuous improvement.

Leadership Strengths:

Next Leadership Moves: