Education Leadership Scenario Pack

Six prompts for adult educators, staff, and leaders

How to use this pack. Choose one manageable scenario. Read it once without discussion. Roll one die, attempt recall, reveal the value and meaning, then use only the practice question that matches the rolled face. If the triangle appears, use the all-values ALOHA Pause.

Standard practice questions

Face	Value	Meaning	Practice question
A^{k}	Akahai	Kindness to be expressed with tenderness.	What does kindness look like here, and what truth needs to be expressed with tenderness?
L	Lōkahi	Unity to be expressed with harmony.	What would support unity here without forcing agreement?
O	ʻOluʻolu	Agreeableness to be expressed with pleasantness.	What would cooperation look like while keeping the response honest and respectful?
H	Haʻahaʻa	Humility to be expressed with modesty.	What changes if we listen first and soften our certainty?
A^{h}	Ahonui	Patience to be expressed with perseverance.	What requires time, and what steady action can we take without forcing the outcome?

Scenario flow

1. Read the scenario neutrally.
2. Roll, recall, and reveal.
3. Use the matching practice question.
4. Reflect without forcing agreement.
5. Name a next action, responsibility, or question.

1. Inconsistent expectations

Adult educators apply the same policy differently. Learners and families receive mixed messages.

Situation focus: clarity, fairness, and leadership alignment

Notes / next step: _____

2. Staff meeting imbalance

A few experienced voices shape most decisions while newer staff remain quiet.

Situation focus: participation, experience, and access to influence

Notes / next step: _____

3. Family communication gap

A program change is announced, but some families receive the information late or cannot easily respond.

Situation focus: access, listening, and follow-through

Notes / next step: _____

4. Support plan disagreement

Adult professionals disagree about how to support a learner. The conversation starts to center on positions rather than needs.

Situation focus: perspective, responsibility, and appropriate expertise

Notes / next step: _____

5. Burnout in the team

The same adults repeatedly cover shortages and extra duties. Frustration begins to affect collaboration.

Situation focus: capacity, boundaries, and sustainable responsibility

Notes / next step: _____

6. Responding to harm

A staff interaction causes harm even though harmful intent is disputed.

Situation focus: impact, accountability, and a responsible next step

Notes / next step: _____

Use boundaries

- Participation and disclosure remain voluntary.
- Do not use these scenarios as therapy, mediation, crisis response, or professional advice.
- Do not promise safety, confidentiality, agreement, healing, or a particular outcome.
- Use qualified support when the situation exceeds the facilitator’s role.