

## YOUNG GLOBAL CITY LEADERS: BUILDING AN EVIDENCE BASE IN LONDON, NEW YORK AND TORONTO TO SUPPORT THE NEXT GENERATION OF SCHOOL LEADERSHIP INNOVATION

### Year 1 Young Leader Interview protocol

#### Current setting

- Can you tell me about your school/setting?

#### Career path

- When did you start teaching?
- Did you participate in teacher training?
  - What? Where? Was it valuable? Why?
- Did you have a defining moment when you decided to become a leader?

*Talk the interviewee through the following career trajectory. Ask them to think about the leadership experiences they have had starting with their first teaching post and moving forward from there, these do not necessarily have to be work related though most probably will be. For each experience ask them the age at which it occurred, whether it was a formal (i.e. job promotion) or informal (i.e. on a task or situation requiring leadership) experience, whether they had to move from their organisation (i.e. to another school) or within (i.e. same school, new post), whether they have had any career breaks and, finally, ask them if they have any other comments to make about each experience.*

***This is only designed to take 10-15 minutes at most as we would just like a snapshot of their career trajectory so please do not dwell on this exercise for too long.***

Leadership experiences	Age	Formal/informal	Move within/move between	Invited? (Y/N)	Career break(s)? (Parental /study /secondment/break)	Other comments
Work/experience between undergrad and teaching						
Teaching						

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### Training/development

- Did you complete leadership development *prior* to becoming a Vice-Principal/Principal?
  - What? Where? Was it valuable? Why?
- Did you complete leadership development/training since you became a Vice-Principal/Principal?
  - What? Where? Was it valuable? Why?
- Did you have any mentoring/coaching to support your development as a leader?
  - Who have been your mentors?
    - What made them valuable? Formal programme? Structure of support?
  - What would make mentoring/coaching more valuable?
- Do you have a personal network of colleagues that support your work/development? Explain.

### Leadership practice

- How would you describe your leadership style?
- What influences your practice as a leader?

### Age and leadership

- Are there advantages of being a YOUNG leader?
- Are there definitive Generation X-type leadership approaches?
- Are there challenges related to being a young leader?

### Opportunities

- Why are you a school leader?
- Why did you want to be a school leader in LON/TOR/NYC?
- Is there something unique about being a LON/TOR/NYC school leader that attracted you to the job?
- What do you see yourself doing in the future (i.e. in 5/10/15 years)? Do you plan on staying in education? What supports will you need to achieve those goals?

### Challenges

- Are there challenges being a LON/TOR/NYC school leader at the moment?
- (***For Vice-Principals only***) Would anything stop you from applying for a Principalship?
- What kind of systems/structures/initiatives are in place to support you in dealing with those pressures?
  - school/borough/government level

### Technology

- Are you tech AND/OR social media savvy?
- What technology/devices do you own/have access to?
  - Iphone/Smartphone/mobile
  - Ipad/tablet
  - Laptop/PC
- Do you use these devices for work purposes? How?
  - Accessing data/evidence/data related to work
  - Communication
- What kinds of data/evidence/information do you access related to work?
- When do you use this technology/devices?
  - At work

- Commuting/on the move
  - At home
- How does it influence your leadership practice?

### **Life/family/work balance**

- How is your work/life/family balance? What would you want to improve? Why?
- Do you have a work/life balance role model?
- Tell me about your day (i.e. time you leave house/get to work/leave work/get home)
- How do your family feel about your role? Are they supportive of your decision to be a school leader?

### **Other**

- Are there gaps in knowledge about young leaders that you think our study could address?
- Are there gaps in support for young leaders that you think our study could address?
- **Are there other young leaders you think would be interested in our study?**