

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

Year 2 Young Leader Interview Protocol

Demographics

- Can you describe your school?
- Can you describe your current role?

Work/life balance

- What does work/life balance mean to you? What does it look like for you now? Has it changed over time?
- Describe your day?
 - When do you get up? What do you do in the morning before you leave?
 - When do you leave for work?
 - How do you get to work? How long is your commute? What do you do on the commute?
 - What time do you arrive at work?
 - What time do you leave for home? How do you get home? What do you do on commute? What time do you get home?
 - Do you work at night? Do you have a work phone? Do you leave it on?
 - Do you work at weekends?
- What kind of work/life balance support do you have?
 - Family/parental/friends/nanny/other
 - Has this changed over time? What has influenced this?
 - What do you do to try and support work/life balance?

Work/life balance and technology

- How does technology influence your work life balance?
 - Do you have a phone? What kind? Work and/or personal?
 - Do you ever turn it off? What do you access with your phone?
 - Does technology facilitate (or inhibit) your work/life balance?
 - What role does technology play in your leadership practice?

Role of the principal

- Based on your experience, what are core roles of a school leader? How do you go about this?
- How do you see your role in supporting your staff's development? How do you do this?
- Do you conduct classroom observations? Describe the process.
- How do you identify future leaders? Describe the process (what do you look for in a leader/teacher)

Accountability/use of data

- How would you describe the accountability system in LON/NYC/TOR?
 - How are schools held accountable? What are your thoughts on this?
- How do you use data in your school?
- Do you get support from outside the school for using data? Describe
- Do you get support from outside the school for improving student outcomes? Describe

Mentoring/peer networks

- Who do you go to for professional support?
- What do you talk about?
 - How often?
 - Where do they work?
 - Are they older/younger/same age?
- What supports will you need in the future?

Professional learning and future

- What has been influential in how you have developed as a leader?
- What do you do to improve your practice? Resources? Books?
- What questions do you wish you had answers to to improve your practice?
- What are your future career aspirations?
 - Have they changed over time? How? Why?
 - What factors do you think will affect this?

Professional Identity

- For your current role, how do you feel people saw you when you walked in the door?
 - How do you know?
 - Why do you think that was the case?
 - How did you go about building credibility?
 - What influence did that have on you as a leader?
- Can you think of a time or particular event when your sense of identity has been affirmed?
- Can you think of a time or particular event when your sense of identity has been challenged?
- At what point during your career as a leader have you been most out of your comfort zone?
Why was this?

Professional Identity Task

1. Ask the participant to draw a line on a blank piece of paper and mark **four** leadership experiences from their life that resonate most strongly with them.
2. Ask them to describe them briefly and write down their age for each one
3. Place the cards (10 cards with identity-related words on them including language, nationality, gender, ability, race/ethnicity, size, etc) in front of the participant and explain that these are commonly agreed-upon components of identity.
4. Ask them to pick one of the earlier leadership experiences and use the cards to describe the elements of their identity they felt were most affirmed or challenged during this experience.
5. For each card, ask them why they have placed it under this experience.
6. Ask them how they felt they were perceived during this time and how this influenced them as individuals and their leadership.
7. Ask them to select their most recent leadership experience
8. Repeat steps 4-6.
9. Ask them what they have learnt from these experiences and if their leadership is different now to what it was previously and, if so, how.
10. Finally, ask them how they would ideally like to be perceived as a leader

Age and leadership

- What advice do you have for young leaders?
- Do you have any new thoughts on age and leadership?