

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

School Based Study: Young Leader Interview Protocol

Galvanizing school improvement/transformation

What are your school's priorities?

How are these communicated? Who is involved?

Are there structures put in place to make these goals happen? What is your role?

How do they influence your day-to-day actions and decision-making?

How do you engage others in working towards the goals?

What has the influence of these goals been on your school? Teachers? Students?

What lessons would you share about your school's journey with others?

Personal capacity building

How well do you know what your strengths and areas of development are?

What do you do to get better at your job?

What do you do when something goes horrifically wrong?

What are you working on now? How did you decide it was an area of focus?

What will you need in the future to become an even better leader?

What are your personal goals? How do you maintain a focus on them?

Staff capacity building

How do you assess staff capacity? Individually? Collectively?

Do you have a strategy to develop your staff? What is it?

What happens when a staff member is seen to be underperforming?

What happens when a staff member is performing well?

What happens when there is a failure? Mistake?

Talent spotting-Staff development

What qualities/experience do you look for when you are hiring?

What is your strategy for spotting potential leaders?

What is your approach for spotting talented teachers? Leaders?

What do you do once you spot them?

What has the influence of your 'strategy been'?

Is there a pattern in the type of teacher/leader you 'spot'? Why? Dis/advantages?

Do you try and be a role model? How?

Collaboration within school

How do you define collaboration? Are you collaborative in your leadership?

What does that look like?

What would your staff say about your collaboration?

What role does it play in improving teaching and learning in your school?

Relationships and networks

How would you describe your relationship with staff? Parents? Students?

How often do you interact with colleagues beyond the school?

How do you foster/nurture these relationships?

What role do these relationships play in your leadership practice?

Personal/whole school wellness

Is the role of a leader to 'care' for their staff? To attend to their work life balance and wellness needs?

Do you feel you care for your staff? How?

What role does that play in your ability to create momentum towards improving the school?

What role does it play in improving teaching and learning in your school?

Do you feel cared for/protected as a leader? What influence does that have on how you do your job?

What makes you feel supported in your role? What makes you feel unsupported?

Resilience & optimism

What drives you? What keeps you going?

What do you do when you get knocked down? Example?

On a day-to-day basis, is the glass half full or half empty? How does that manifest itself in your leadership practice? What would your staff say?

Do you sweat the small stuff? Would your staff agree?

Are you willing to make unpopular decisions? Describe one

Concluding questions

Do you have regrets as a leader? Are there things you wish you had learned earlier on?

Do you have advice to other young leaders?

Do you have advice to department of Education/Ministry/Leadership Organizations for recruiting, developing and retaining young leaders?