

Questions for Distributive Leadership Project

Scholar Evaluation Interviews

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1. Overall, do you believe that participation in this project has helped you to develop as a leader?
 - a. What particular aspects or activities have contributed to this?
 - b. Has anything really challenged your leadership during the project?

2. [How well] can you relate to the concept of distributive leadership?
 - a. What do you understand it to mean in practice?
 - b. How do you think it plays out in your institutional context?
 - c. Have you found the institutional environment generally supportive of your role as an emergent leader and of the activities associated with your project?

3. Has the project provided opportunities for you to learn about leadership theories and concepts as well as to learn through experience?
 - a. Can you summarize these opportunities and talk about how they worked out for you?

4. Feedback from the retreat identified the value of having time to focus and reflect on individual plans and implementation strategies. Have you had time and opportunity for personal reflection on an ongoing basis?

5. Opportunities to discuss projects and receive feedback from peers and project leaders were also identified as valuable. Has the opportunity for this continued to be available?
 - a. What opportunities have there been and who has been involved?
 - b. Can you think of any other ways this could happen?
 - c. Why do you think this didn't happen?

6. Have networks and contacts within your own institution served a useful purpose to your project?
 - a. Do you think there is value in having formal contact with someone senior in the hierarchy? Why / why not?
 - b. Can you talk about how this relationship has worked out?
 - c. Did you make use of any other institutional networks or would it have helped if these had been available?

7. Can you tell me about your experience of cross-institutional communication and any other external networking aspects associated with the leadership project?
 - a. Do you consider that the momentum built up during the retreat continued after the event, in particular with planning for the roundtable?
 - b. Have you also used external networks in the context of your own project? Can you tell me about these?

8. (Overall, do you consider your own project to have been a success?
 - a. What are the main factors that contributed to this outcome?
 - b. Are you satisfied that you have been able to make progress with monitoring and evaluating progress during implementation of your project?

9. Can you comment on useful aspects and areas where there is scope for improvement in the different project related activities, i.e.: the retreat, keeping a reflective journal, ongoing communication with other Scholars, the mentoring relationship, roundtable planning, the opportunity to present and receive feedback on action research tasks at the Roundtable event?
 - a. Having now engaged in the major project activities are there any knowledge, understandings or skills you believe it would have been worthwhile to have included in the leadership retreat program?

10. Are there any other significant events, issues or outcomes related to your participation in the Distributive Leadership project that you consider worth noting?