

Centre for School Leadership: ACCS Conference: Exercise 2

The Seven factors that impact on Distributive Leadership

1. School Structure

- Everyone has an opportunity to lead
- Agreement about leadership roles and responsibilities
- Informal leadership encourages
- Professional development facilitated

2. Strategic Vision-

- Shared staff and students
- Common values
- Values owned by all
- School goal – a learning organisation

3. Values and Beliefs

- Mutual respect,
- Confidence – fellow professionals
- High expectations
- Mistakes - learning opportunity

4. Collaboration and Cooperation

- Visible way of doing things
- Default mechanism for problem solving
- Knowledge is shared

5. Decision Making

- Space to do so
- Confidence in abilities

6. Responsibility and Accountability

- feel and **are kept** accountable for performance.
- Receive feedback

7. Initiative

- Based upon level of expertise
- Ideas invited and expected
- All have opportunities at different levels

ESHA Research (October 2013): Distributed Leadership in practice: *A descriptive analysis of distributed leadership in European Schools.*

Think about your own school and consider the following statements based on the seven factors that impact on Distributive Leadership.

Grade yourself between 1 and 10 for each of these statements (10 being the highest score possible)

1. On our staff, everyone has opportunities to lead in either a formal or informal manner.

1 2 3 4 5 6 7 8 9 10

2. In our school, we have a shared vision and shared values which are owned by all.

1 2 3 4 5 6 7 8 9 10

3. Our school is a “fail-safe” environment where mistakes are seen as learning opportunities

1 2 3 4 5 6 7 8 9 10

4. Our staff work and problem–solve in a collaborative manner.

1 2 3 4 5 6 7 8 9 10

5. In our school, staff have space to make their own decisions related to the content and organisation of their work.

1 2 3 4 5 6 7 8 9 10

6. Our staff are kept and feel accountable for their performance. They receive feedback from the leadership team and from one another.

1 2 3 4 5 6 7 8 9 10

7. In our school it is expected that all staff will show initiative and contribute their own ideas. This is facilitated by the school leadership team

1 2 3 4 5 6 7 8 9 10

Self-Reflection:

Highest Score:

Lowest Score:
