

School Transformational Leadership Scale¹

Before you complete the scale, please complete the demographic information below. Thank you.

Name: _____ Age: _____ Gender: Male / Female/ Non-Binary

Ethnicity: _____ School: _____

How long have you been in the current position? Years ____ Months ____

How long have you been a qualified teacher? Years ____ Months ____

Select your education level: Bachelors degree / Master Degree / Doctorate Degree

¹ Adapted from **Callow, N.** et al. (2009). Measurement of transformational leadership and its relationship with team cohesion and performance level. *Journal of Applied Sport Psychology*, 21, 395-412. doi: 10.1080/10413200903204754

Please judge how frequently each statement fits your normal behaviour.

		Not at all	Once in a while	Some-times	Fairly often	All of the time
1.	Try to help staff to work out how to solve problems.	1	2	3	4	5
2.	Consider each staff member as an individual.	1	2	3	4	5
3.	Talk in a way that makes staff believe that goals will be achieved.	1	2	3	4	5
4.	Give special recognition when staff do very good work.	1	2	3	4	5
5.	Talk enthusiastically about what needs to be accomplished.	1	2	3	4	5
6.	Give praise when staff do good work.	1	2	3	4	5
7.	Get staff to re-think the way they do things.	1	2	3	4	5
8.	Praise staff when they show improvement.	1	2	3	4	5
9.	Show staff how to look at difficulties from a new angle.	1	2	3	4	5
10.	Encourage staff to be team players.	1	2	3	4	5
11.	Expect a lot from staff.	1	2	3	4	5
12.	Develop a strong School attitude and spirit among staff members.	1	2	3	4	5
13.	Recognise that different staff have different needs.	1	2	3	4	5
14.	Lead by example.	1	2	3	4	5
15.	Expect staff to achieve high standards.	1	2	3	4	5
16.	Lead from the front whenever I can.	1	2	3	4	5
17.	Challenge staff to think about problems in new ways.	1	2	3	4	5
18.	Will not settle for second best.	1	2	3	4	5
19.	Get the School to work together for the same goal.	1	2	3	4	5
20.	Lead by 'doing' rather than simply 'telling'.	1	2	3	4	5
21.	Provide a good role model for staff to follow.	1	2	3	4	5
22.	Always recognise staff achievements.	1	2	3	4	5

		Not at all	Once in a while	Some-times	Fairly often	All of the time
23.	Mentor individual staff to help them improve their performance.	1	2	3	4	5
24.	Always expect staff to do their best.	1	2	3	4	5
25.	Care about individual staff needs.	1	2	3	4	5
26.	Talk optimistically about the School's prospects.	1	2	3	4	5
27.	Inspire staff to do the best they can.	1	2	3	4	5