National College for
Teaching & Leadership

Middle Leadership Development Programme Evaluation

ANNEX B: End of Programme Data Tables

September 2014

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Contents

Annex B: End of Programme Data Tables

End of Programme Online Survey Data Tables

Middle Leaders

Question	Response code	Counts	Percentage
Total		**138**	**100.0%**
Q2.Has your role at the school changed since you began the Middle Leadership Development Programme?	*Total*	*138*	*100.0%*
	Yes (please specify new role)	48	34.8%
	No	90	65.2%

Question	Response code	Counts	Percentage
Q3.Was this a promotion?	*Total*	*48*	*100.0%*
	Yes	30	62.5%
	No	18	37.5%

Question	Response code	Counts	Percentage
Q4.Could you confirm when your cluster completed the MLDP programme?	*Total*	*138*	*100.0%*
	2011 - January		
	2011 - February	1	0.007
	2011 - March		
	2011 - April		
	2011 - May	2	1.4%
	2011 - June	5	3.6%
	2011 - July	6	4.3%
	2011 - August		
	2011 - September	2	1.4%
	2011 - October	4	2.9%
	2011 - November	3	2.2%
	2011 - December		
	2012 - January	2	1.4%
	2012 - February	1	0.7%
	2012 - March	5	3.6%
	2012 - April	4	2.9%
	2012 - May	10	7.2%
	2012 - June	41	29.7%
	2012 - July	50	36.2%
	Other - specify in space below	1	0.7%
	Don't know	1	0.7%

Q5. How long did your cluster take to complete the programme, from start to finish?	Total	138	100.0%
	6 months or less	12	8.7%
	7 or 8 months	26	18.8%
	9 or 10 months	67	48.6%
	11 or 12 months	31	22.5%
	Longer than 12 months	2	1.4%
	Don't know		

Q6. Thinking about how the programme was structured, in terms of the mix of online participation, reflective sessions and face-to-face sessions, overall how well would you say this worked?	Total	138	100.0%
	Very poorly		
	Quite poorly	13	9.4%
	Quite well	58	42.0%
	Very well	65	47.1%
	Don't know	2	1.4%
	Mean		3.38

Q8. How would you describe the pace of delivery of the programme?	Total	138	100.0%
	Too slow	11	8.0%
	About right	117	84.8%
	Too fast	9	6.5%
	Don't know	1	0.007

Q10. How did the level of involvement required of you on the programme match what you had expected at the outset?	Total	138	100.0%
	Less than expected	12	8.7%
	About the same as expected	104	75.4%
	Greater than expected	21	15.2%
	Don't know	1	0.007

Q11. To what extent were you satisfied with your Facilitator through the course of the programme?	Total	138	100.0%
	Highly dissatisfied		
	Dissatisfied	5	3.6%
	Satisfied	41	29.7%
	Highly satisfied	91	65.9%
	Don't know	1	0.007
	Mean		3.63

Q13. Thinking now about your Learning Colleague, to what extent were you satisfied with the support you received from them through the course of the programme?	Total	138	100.0%
	Highly dissatisfied	10	7.2%
	Dissatisfied	11	8.0%
	Satisfied	54	39.1%
	Highly satisfied	53	38.4%
	Don't know	10	7.2%
	Mean		3.17

Q15.How important, if at all, would you say the Learning Colleague role is to the programme?	Total	138	100.0%
	Not at all important	3	2.2%
	Not very important	21	15.2%
	Quite important	51	37.0%
	Very important	51	37.0%
	Don't know	8	5.8%
	NA (Didn't have one)	4	2.9%
	Mean		3.19

Q17.How likely or unlikely are you to stay in touch with the other Middle Leaders in your cluster now that the programme has ended?	Total	138	100.0%
	Not at all likely	10	7.2%
	Not very likely	57	41.3%
	Quite likely	49	35.5%
	Very likely	17	12.3%
	Don't know	5	3.6%
	Mean		2.55

Q20.How helpful have you found the Diagnostic in reviewing your progress on the programme?	Total	138	100.0%
	Not at all helpful	3	2.2%
	Not very helpful	19	13.8%
	Quite helpful	63	45.7%
	Very helpful	48	34.8%
	Don't know	2	1.4%
	Haven't used it	3	2.2%
	Mean		3.17

Q22.Now thinking about the Learning Log, how helpful have you found this in reflecting on what you have learnt and identifying areas for development?	Total	138	100.0%
	Not at all helpful	4	2.9%
	Not very helpful	28	20.3%
	Quite helpful	72	52.2%
	Very helpful	29	21.0%
	Don't know	1	0.7%
	Haven't used it	4	2.9%
	Mean		2.95

Q25.How helpful have you found the Think Pieces?	Total	138	100.0%
	Not at all helpful	1	0.7%
	Not very helpful	12	8.7%
	Quite helpful	67	48.6%
	Very helpful	41	29.7%
	Don't know	6	4.3%
	Haven't used it	11	8.0%
	Mean		3.22

Q28.The Participant Community.How helpful, in general, have you found the following parts of the MLDP online area?	Total	138	100.0%
	Not at all helpful	15	10.9%
	Not very helpful	26	18.8%
	Quite helpful	55	39.9%
	Very helpful	14	10.1%
	Haven't used it	28	20.3%
	Mean		2.62

Q28.The programme materials.How helpful, in general, have you found the following parts of the MLDP online area?	Total	138	100.0%
	Not at all helpful	2	1.4%
	Not very helpful	8	5.8%
	Quite helpful	43	31.2%
	Very helpful	76	55.1%
	Haven't used it	9	6.5%
	Mean		3.50

Q28.The discussion board.How helpful, in general, have you found the following parts of the MLDP online area?	Total	138	100.0%
	Not at all helpful	16	11.6%
	Not very helpful	29	21.0%
	Quite helpful	48	34.8%
	Very helpful	13	9.4%
	Haven't used it	32	23.2%
	Mean		2.55

Q28.Induction community.How helpful, in general, have you found the following parts of the MLDP online area?	Total	138	100.0%
	Not at all helpful	12	8.7%
	Not very helpful	30	21.7%
	Quite helpful	44	31.9%
	Very helpful	7	5.1%
	Haven't used it	45	32.6%
	Mean		2.49

Q28.360 diagnostic.How helpful, in general, have you found the following parts of the MLDP online area?	Total	138	100.0%
	Not at all helpful	6	4.3%
	Not very helpful	14	10.1%
	Quite helpful	46	33.3%
	Very helpful	65	47.1%
	Haven't used it	7	5.1%
	Mean		3.30

Q28.Individual cluster communities.How helpful, in general, have you found the following parts of the MLDP online area?	Total	138	100.0%
	Not at all helpful	8	5.8%
	Not very helpful	16	11.6%
	Quite helpful	44	31.9%
	Very helpful	46	33.3%
	Haven't used it	24	17.4%
	Mean		3.12

Q29.How easy or difficult was it to find what you were looking for in the MLDP online area?	Total	135	100.0%
	Very difficult	33	24.4%
	Difficult	62	45.9%
	Easy	35	25.9%
	Very easy		
	Don't know	5	3.7%
	Mean		2.02

Q30.To what extent, if at all, has the Participant Community been helpful?	Total	110	100.0%
	Not at all helpful	14	12.7%
	Not very helpful	33	30.0%
	Quite helpful	55	50.0%
	Very helpful	1	0.9%
	Don't know	7	6.4%
	Mean		2.42

Q32.Do you expect to continue using the Participant Community now you have finished the programme?	Total	110	100.0%
	Yes	24	21.8%
	No	86	78.2%

Q33.Thinking about what you hoped to achieve and / or gain from participating in the Middle Leadership Development Programme, to what extent did the programme meet your expectations?	Total	138	100.0%
	Didn't meet expectations	13	9.4%
	Met expectations	89	64.5%
	Exceeded expectations	29	21.0%
	Don't know	7	5.1%

Q36.In general, to what extent do you feel that the programme improved your leadership skills?	Total	138	100.0%
	Not at all	4	2.9%
	A little	20	14.5%
	To some extent	62	44.9%
	A great deal	52	37.7%
	Don't know		
	Mean		3.17

Q37a.I am able to improve the quality of teaching and learning through my leadership.We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2		
	3		
	4	4	2.9%
	5	9	6.5%
	6	21	15.2%
	7	44	31.9%
	8	38	27.5%
	9	19	13.8%
	10 - Very good	3	2.2%
	Mean		7.25

Q37a.I have learnt to use approaches which reduce variability and close the gap in achievement.We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2		
	3	1	0.7%
	4	1	0.7%
	5	8	5.8%
	6	25	18.1%
	7	38	27.5%
	8	42	30.4%
	9	17	12.3%
	10 - Very good	6	4.3%
	Mean		7.33

Q37a.I am able to lead, manage and develop people.We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2		
	3		
	4	1	0.7%
	5	3	2.2%
	6	14	10.1%
	7	40	29.0%
	8	45	32.6%
	9	25	18.1%
	10 - Very good	10	7.2%
	Mean		7.74

Q37a.I can manage change and improvement .We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2		
	3	1	0.7%
	4	1	0.7%
	5	4	2.9%
	6	16	11.6%
	7	33	23.9%
	8	51	37.0%
	9	26	18.8%
	10 - Very good	6	4.3%
	Mean		7.65

Q37a.I am able to network and learn from others .We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2	1	0.7%
	3		
	4	2	1.4%
	5	5	3.6%
	6	17	12.3%
	7	18	13.0%
	8	56	40.6%
	9	31	22.5%
	10 - Very good	8	5.8%
	Mean		7.75

Q37a.I can make strategic decisions .We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2		
	3	1	0.7%
	4		
	5	8	5.8%
	6	12	8.7%
	7	32	23.2%
	8	53	38.4%
	9	25	18.1%
	10 - Very good	7	5.1%
	Mean		7.67

Q37a.I can identify my own personal effectiveness and how it can continue to be developed, beyond the programme, enabling me to become a life-long learner.We would like to rate your current ability in these skills and abilities	Total	138	100.0%
	1 - Very poor		
	2		
	3		
	4		
	5	2	1.4%
	6	13	9.4%
	7	29	21.0%
	8	54	39.1%
	9	27	19.6%
	10 - Very good	13	9.4%
	Mean		7.94

Q37b.I am able to improve the quality of teaching and learning through my leadership.We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	3	2.2%
	2	4	2.9%
	3		
	4	4	2.9%
	5	17	12.3%
	6	12	8.7%
	7	43	31.2%
	8	26	18.8%
	9	22	15.9%
	10 - Helped a great deal	7	5.1%
	Mean		6.96

Q37b.I have learnt to use approaches which reduce variability and close the gap in achievement.We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	2	1.4%
	2	3	2.2%
	3	3	2.2%
	4	1	0.7%
	5	9	6.5%
	6	20	14.5%
	7	28	20.3%
	8	40	29.0%
	9	23	16.7%
	10 - Helped a great deal	9	6.5%
	Mean		7.24

Q37b.I am able to lead, manage and develop people.We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	2	1.4%
	2	3	2.2%
	3	3	2.2%
	4	2	1.4%
	5	1	0.7%
	6	21	15.2%
	7	28	20.3%
	8	31	22.5%
	9	37	26.8%
	10 - Helped a great deal	10	7.2%
	Mean		7.49

Q37b.I can manage change and improvement .We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	2	1.4%
	2	3	2.2%
	3		
	4	1	0.7%
	5	7	5.1%
	6	19	13.8%
	7	32	23.2%
	8	33	23.9%
	9	35	25.4%
	10 - Helped a great deal	6	4.3%
	Mean		7.42

Q37b.I am able to network and learn from others .We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	3	2.2%
	2	3	2.2%
	3	4	2.9%
	4	4	2.9%
	5	7	5.1%
	6	15	10.9%
	7	26	18.8%
	8	25	18.1%
	9	38	27.5%
	10 - Helped a great deal	13	9.4%
	Mean		7.36

Q37b.I can make strategic decisions .We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	4	2.9%
	2	3	2.2%
	3	2	1.4%
	4	2	1.4%
	5	8	5.8%
	6	18	13.0%
	7	30	21.7%
	8	37	26.8%
	9	24	17.4%
	10 - Helped a great deal	10	7.2%
	Mean		7.20

Q37b.I can identify my own personal effectiveness and how it can continue to be developed, beyond the programme, enabling me to become a life-long learner.We would like to rate the extent to which you feel the programme has helped you develop these skills and abilities.	Total	138	100.0%
	1 - Not helped at all	2	1.4%
	2	4	2.9%
	3		
	4	3	2.2%
	5	8	5.8%
	6	12	8.7%
	7	31	22.5%
	8	32	23.2%
	9	28	20.3%
	10 - Helped a great deal	18	13.0%
	Mean		7.53

Q41.How helpful have you found the Leadership Challenge in developing your leadership skills?	Total	138	100.0%
	Not at all helpful	3	2.2%
	Not very helpful	9	6.5%
	Quite helpful	58	42.0%
	Very helpful	65	47.1%
	Don't know	3	2.2%
	Mean		3.37

Q44.Based on your experience, how satisfied were you with the programme overall?	Total	138	100.0%
	Very dissatisfied	3	2.2%
	Dissatisfied	7	5.1%
	Satisfied	62	44.9%
	Very satisfied	66	47.8%
	Don't know		
	Mean		3.38

Q49.Are you aware that your work for the MLDP can be used to gain accreditation through CATS points?	Total	138	100.0%
	Yes	71	51.4%
	No	67	48.6%

Q50.Do you plan to have your work accredited?	*Total*	*71*	*100.0%*
	Yes	8	11.3%
	No	63	88.7%

Q51.Senior colleagues who might consider being Facilitators.How likely are you to recommend participation in the MLDP programme to the following groups.	*Total*	*138*	*100.0%*
	Not at all likely	8	5.8%
	Not very likely	19	13.8%
	Quite likely	59	42.8%
	Very likely	39	28.3%
	Don't know	13	9.4%
	Mean		3.03

Q51.Colleagues who might consider being Learning Colleagues.How likely are you to recommend participation in the MLDP programme to the following groups.	*Total*	*138*	*100.0%*
	Not at all likely	4	2.9%
	Not very likely	16	11.6%
	Quite likely	68	49.3%
	Very likely	45	32.6%
	Don't know	5	3.6%
	Mean		3.16

Q51.Middle leaders.How likely are you to recommend participation in the MLDP programme to the following groups.	*Total*	*138*	*100.0%*
	Not at all likely	3	2.2%
	Not very likely	11	8.0%
	Quite likely	44	31.9%
	Very likely	79	57.2%
	Don't know	1	0.7%
	Mean		3.45

Q51.Schools / clusters.How likely are you to recommend participation in the MLDP programme to the following groups.	*Total*	*138*	*100.0%*
	Not at all likely	8	5.8%
	Not very likely	9	6.5%
	Quite likely	60	43.5%
	Very likely	49	35.5%
	Don't know	12	8.7%
	Mean		3.19

Facilitators

Question	Response code	Counts	Percentage
Total		**15**	**100.0%**
Q2.Has your role at the school changed since you began facilitating the Middle Leadership Development Programme?	*Total*	*15*	*100.0%*
	Yes (please specify new role)	5	33.3%
	No	10	66.7%

Question	Response code	Counts	Percentage
Q3.Could you confirm when your cluster completed the MLDP programme?	*Total*	*15*	*100.0%*
	2011 - January		
	2011 - February		
	2011 - March		
	2011 - April		
	2011 - May	1	6.7%
	2011 - June		
	2011 - July	1	6.7%
	2011 - August		
	2011 - September		
	2011 - October		
	2011 - November		
	2011 - December		
	2012 - January		
	2012 - February		
	2012 - March		
	2012 - April		
	2012 - May		
	2012 - June	5	33.3%
	2012 - July	7	46.7%
	Other - specify in space below	1	6.7%
	Don't know		

Question	Response code	Counts	Percentage
Q4.How long did your cluster take to complete the programme, from start to finish?	*Total*	*15*	*100.0%*
	6 months or less		
	7 or 8 months	1	6.7%
	9 or 10 months	12	80.0%
	11 or 12 months	2	13.3%
	Longer than 12 months		
	Don't know		

Question	Response code	Counts	Percentage
Q6.Did you have any problems with retention of participants during the programme?	*Total*	*15*	*100.0%*
	Yes	5	33.3%
	No	10	66.7%

Q8.How well do you feel the Facilitator training from the National College prepared you with the skills to undertake the Facilitator role?	*Total*	*15*	*100.0%*
	Very poorly		
	Quite poorly		
	Quite well	5	33.3%
	Very well	10	66.7%
	Don't know		
	Mean		3.67

Q11.Approximately, how much time did you spend preparing each session that you delivered?	*Total*	*15*	*100.0%*
	Less than 1 hour		
	Between 1 and 4 hours	13	86.7%
	Between 5 and 8 hours	2	13.3%
	More than 8 hours		
	Don't know		

Q13.How did the level of involvement required of you on the programme match what you had expected at the outset?	*Total*	*15*	*100.0%*
	Less than expected		
	About the same as expected	7	46.7%
	Greater than expected	8	53.3%
	Don't know		

Q16.Thinking about how the programme was structured, in terms of the mix of online participation, reflective sessions and face-to-face sessions, overall how well would you say this worked?	*Total*	*15*	*100.0%*
	Very poorly		
	Quite poorly	3	20.0%
	Quite well	5	33.3%
	Very well	7	46.7%
	Don't know		
	Mean		3.27

Q18.Did you deliver the programme in the order suggested by the National College or did you change the order of delivery?	*Total*	*15*	*100.0%*
	In the order suggested	9	60.0%
	Changed the order	6	40.0%

Q20.How well do you feel that the Learning Colleagues in your cluster understood their role and responsibilities?	*Total*	*15*	*100.0%*
	Very poorly		
	Quite poorly	2	13.3%
	Quite well	8	53.3%
	Very well	5	33.3%
	Don't know		
	Mean		3.20

Q22.Overall, how well did the Learning Colleagues in your cluster fulfil their roles and responsibilities in supporting their Middle Leaders?	*Total*	*15*	*100.0%*
	Very poorly		
	Quite poorly	2	13.3%
	Quite well	8	53.3%
	Very well	5	33.3%
	Don't know		
	Mean		3.20

Q23.How important, if at all, would you say the Learning Colleague role is in the MLDP's cluster-based approach?	*Total*	*15*	*100.0%*
	Not at all important		
	Not very important		
	Quite important	6	40.0%
	Very important	9	60.0%
	Don't know		
	Mean		3.60

Q25.How likely or unlikely are you to stay in touch with the Middle Leader(s) and Learning Colleagues now that the programme has ended?	*Total*	*15*	*100.0%*
	Not at all likely		
	Not very likely	6	40.0%
	Quite likely	6	40.0%
	Very likely	3	20.0%
	Don't know		
	Mean		2.80

Q27.Aside from the Learning Colleagues, have you made use of the knowledge, support or expertise of any other individuals from either within or outside the cluster, in delivering the programme?	*Total*	*15*	*100.0%*
	Yes	10	66.7%
	No	5	33.3%

Q29.Do you feel that enlisting the support, expertise or assistance of other individuals is a useful course of action in delivering the programme?	*Total*	*10*	*100.0%*
	Yes	10	100.0%
	No		

Q30a.The Participant Community.(Helpfulness of different parts of the MLDP online area)	*Total*	*15*	*100.0%*
	Not at all helpful	2	13.3%
	Not very helpful	5	33.3%
	Quite helpful	6	40.0%
	Very helpful	2	13.3%
	Haven't used it		
	Mean		2.53

Q30b.The programme materials.(Helpfulness of different parts of the MLDP online area)	*Total*	*15*	*100.0%*
	Not at all helpful		
	Not very helpful		
	Quite helpful	4	26.7%
	Very helpful	11	73.3%
	Haven't used it		
	Mean		3.73

Q30c.The discussion board.(Helpfulness of different parts of the MLDP online area)	*Total*	*15*	*100.0%*
	Not at all helpful	3	20.0%
	Not very helpful	5	33.3%
	Quite helpful	6	40.0%
	Very helpful	1	6.7%
	Haven't used it		
	Mean		2.33

Q30d.Induction community.(Helpfulness of different parts of the MLDP online area)	*Total*	*15*	*100.0%*
	Not at all helpful	1	6.7%
	Not very helpful	3	20.0%
	Quite helpful	7	46.7%
	Very helpful	2	13.3%
	Haven't used it	2	13.3%
	Mean		2.77

Q30e.360 diagnostic.(Helpfulness of different parts of the MLDP online area)	*Total*	*15*	*100.0%*
	Not at all helpful		
	Not very helpful		
	Quite helpful	5	33.3%
	Very helpful	9	60.0%
	Haven't used it	1	6.7%
	Mean		3.64

Q30f.Individual cluster communities.(Helpfulness of different parts of the MLDP online area)	*Total*	*15*	*100.0%*
	Not at all helpful	1	6.7%
	Not very helpful	7	46.7%
	Quite helpful	3	20.0%
	Very helpful	4	26.7%
	Haven't used it		
	Mean		2.67

Q30g.Facilitator community.(Helpfulness of different parts of the MLDP online area)	Total	15	100.0%
	Not at all helpful	2	13.3%
	Not very helpful	2	13.3%
	Quite helpful	7	46.7%
	Very helpful	3	20.0%
	Haven't used it	1	6.7%
	Mean		2.79

Q31.How easy or difficult was it to find what you were looking for in the MLDP online area?	Total	15	100.0%
	Very difficult	4	26.7%
	Difficult	11	73.3%
	Easy		
	Very easy		
	Don't know		
	Mean		1.73

Q34.Thinking more generally about the materials you have used, other than the materials provided by the National College, have you used any additional materials to deliver the programme?	Total	15	100.0%
	Yes	14	93.3%
	No	1	6.7%

Q36.In general, to what extent do you feel that the programme improved the leadership skills of your Middle Leaders?	Total	15	100.0%
	Not at all		
	A little		
	To some extent	5	33.3%
	A great deal	10	66.7%
	Don't know		
	Mean		3.67

Q37a.Improving the quality of teaching and learning through their leadership.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)	Total	15	100.0%
	1 - Not helped at all		
	2		
	3		
	4		
	5	1	6.7%
	6	3	20.0%
	7	1	6.7%
	8	9	60.0%
	9	1	6.7%
	10 - Helped a great deal		
	Mean		7.40

Q37b.Learning to use approaches which reduce variability and close the gap in achievement.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)	*Total*	*15*	*100.0%*
	1 - Not helped at all		
	2		
	3		
	4	1	6.7%
	5		
	6	3	20.0%
	7	4	26.7%
	8	5	33.3%
	9	2	13.3%
	10 - Helped a great deal		
	Mean		7.20

Q37c.Ability to lead, manage and develop people.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)	*Total*	*15*	*100.0%*
	1 - Not helped at all		
	2		
	3		
	4		
	5		
	6	1	6.7%
	7	5	33.3%
	8	5	33.3%
	9	4	26.7%
	10 - Helped a great deal		
	Mean		7.80

Q37d.Manage change and improvement.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)	*Total*	*15*	*100.0%*
	1 - Not helped at all		
	2		
	3		
	4		
	5	1	6.7%
	6		
	7	6	40.0%
	8	6	40.0%
	9	2	13.3%
	10 - Helped a great deal		
	Mean		7.53

Q37e.Ability to network and learn from others.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)	*Total*	*15*	*100.0%*
	1 - Not helped at all		
	2		
	3		
	4	1	6.7%
	5	1	6.7%
	6	1	6.7%
	7	3	20.0%
	8	5	33.3%
	9	3	20.0%
	10 - Helped a great deal	1	6.7%
	Mean		7.53

Q37f.Make strategic decisions and lead change.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)Q37f.Make strategic decisions and lead change.(Extent to which programme has helped their Middle Leaders develop various skills and abilities)	*Total*	*15*	*100.0%*
	1 - Not helped at all		
	2		
	3		
	4	2	13.3%
	5	1	6.7%
	6	1	6.7%
	7	3	20.0%
	8	7	46.7%
	9	1	6.7%
	10 - Helped a great deal		
	Mean		7.00

Q41.How helpful do you think the Leadership Challenge has been in developing Middle Leaders' leadership?	*Total*	*15*	*100.0%*
	Not at all helpful		
	Not very helpful		
	Quite helpful	1	6.7%
	Very helpful	14	93.3%
	Don't know		
	Mean		3.93

Q44.Based on your experiences of the programme, overall how satisfied are you with the programme?	*Total*	*15*	*100.0%*
	Very dissatisfied		
	Dissatisfied		
	Satisfied	6	40.0%
	Very satisfied	9	60.0%
	Don't know		
	Mean		3.60

Q47.Are you aware that work for the MLDP can be used to gain accreditation through CATS points?	*Total*	*15*	*100.0%*
	Yes	11	73.3%
	No	4	26.7%

Q48.Do any of your Middle Leaders plan to have their work accredited?	Total	11	100.0%
	Yes	3	27.3%
	No	3	27.3%
	Don't know	5	45.5%

Q49.Do you intend to have your own MLDP work accredited?	Total	11	100.0%
	Yes	2	18.2%
	No	9	81.8%

Q53a.Senior colleagues who might consider being Facilitators.(Likelihood to recommend participation in the MLDP programme to different groups)	Total	15	100.0%
	Not at all likely		
	Not very likely		
	Quite likely	6	40.0%
	Very likely	9	60.0%
	Don't know		
	Mean		3.60

Q53b.Colleagues who might consider being Learning Colleagues.(Likelihood to recommend participation in the MLDP programme to different groups)	Total	15	100.0%
	Not at all likely		
	Not very likely		
	Quite likely	3	20.0%
	Very likely	12	80.0%
	Don't know		
	Mean		3.80

Q53c.Middle leaders.(Likelihood to recommend participation in the MLDP programme to different groups)	Total	15	100.0%
	Not at all likely		
	Not very likely		
	Quite likely	3	20.0%
	Very likely	12	80.0%
	Don't know		
	Mean		3.80

Q53d.Schools / clusters.(Likelihood to recommend participation in the MLDP programme to different groups)	Total	15	100.0%
	Not at all likely		
	Not very likely		
	Quite likely	3	20.0%
	Very likely	12	80.0%
	Don't know		
	Mean		3.80

Learning Coaches

Question	Response code	Counts	Percentage
Total		**20**	**100.0%**
Q2.Has your role at the school changed since you began the Middle Leadership Development Programme?	*Total*	*20*	*100.0%*
	Yes (please specify new role)	1	5.0%
	No	19	95.0%

Question	Response code	Counts	Percentage
Q3.Could you confirm when your cluster completed the MLDP programme?	*Total*	*20*	*100.0%*
	2011 - January		
	2011 - February		
	2011 - March		
	2011 - April		
	2011 - May		
	2011 - June		
	2011 - July		
	2011 - August	1	5.0%
	2011 - September		
	2011 - October		
	2011 - November		
	2011 - December		
	2012 - January		
	2012 - February		
	2012 - March		
	2012 - April		
	2012 - May	1	5.0%
	2012 - June	9	45.0%
	2012 - July	9	45.0%
	Other - specify in space below		
	Don't know		

Question	Response code	Counts	Percentage
Q4.How long did your cluster take to complete the programme, from start to finish?	*Total*	*20*	*100.0%*
	6 months or less	1	5.0%
	7 or 8 months		
	9 or 10 months	14	70.0%
	11 or 12 months	5	25.0%
	Longer than 12 months		
	Don't know		

Q5.How many Middle Leader(s) were you supporting through the programme?	Total	20	100.0%
	1	11	55.0%
	2	8	40.0%
	3	1	5.0%
	4		
	5		
	6+		

Q6.How much time did you spend supporting each of your Middle Leader(s) between each session of the programme?	Total	20	100.0%
	Less than 1 hour	2	10.0%
	Between 1 and 4 hours	16	80.0%
	Between 5 and 8 hours	1	5.0%
	More than 8 hours	1	5.0%

Q7.How did the level of involvement required of you on the programme match what you had expected at the outset?	Total	20	100.0%
	Less than expected	2	10.0%
	About the same as expected	16	80.0%
	Greater than expected	2	10.0%
	Don't know		
	Mean		2.00

Q10.How well prepared did you feel to undertake the Learning Colleague role?	Total	20	100.0%
	Very poorly		
	Quite poorly	2	10.0%
	Quite well	3	15.0%
	Very well	15	75.0%
	Don't know		
	Mean		3.65

Q12.Thinking about how the programme was structured, in terms of the mix of online participation, reflective sessions and face-to-face sessions, overall how well would you say this worked?	Total	20	100.0%
	Very poorly		
	Quite poorly	2	10.0%
	Quite well	9	45.0%
	Very well	9	45.0%
	Don't know		
	Mean		3.35

Q14.How would you describe the pace of delivery of the programme?	Total	20	100.0%
	Too slow	2	10.0%
	About right	16	80.0%
	Too fast		
	Don't know	2	10.0%

Q16.To what extent were you satisfied with your Facilitator through the course of the programme?	Total	20	100.0%
	Highly dissatisfied		
	Dissatisfied		
	Satisfied	6	30.0%
	Highly satisfied	12	60.0%
	Don't know	2	10.0%
	Mean		3.67

Q18.How important, if at all, would you say the Learning Colleague role is in the MLDP's cluster-based approach?	Total	20	100.0%
	Not at all important		
	Not very important	1	5.0%
	Quite important	5	25.0%
	Very important	12	60.0%
	Don't know	2	10.0%
	Mean		3.61

Q20.How likely or unlikely are you to stay in touch with your Middle Leader(s) now that the programme has ended?	Total	20	100.0%
	Not at all likely		
	Not very likely	2	10.0%
	Quite likely	1	5.0%
	Very likely	17	85.0%
	Don't know		
	Mean		3.75

Q23a.The Participant Community.(Helpfulness of different parts of the MLDP online area)	Total	20	100.0%
	Not at all helpful	2	10.0%
	Not very helpful		
	Quite helpful	11	55.0%
	Very helpful	2	10.0%
	Haven't used it	5	25.0%
	Mean		2.87

Q23b.The programme materials.(Helpfulness of different parts of the MLDP online area)	Total	20	100.0%
	Not at all helpful	1	5.0%
	Not very helpful	1	5.0%
	Quite helpful	6	30.0%
	Very helpful	10	50.0%
	Haven't used it	2	10.0%
	Mean		3.39

Q23c.The discussion board.(Helpfulness of different parts of the MLDP online area)	*Total*	*20*	*100.0%*
	Not at all helpful	2	10.0%
	Not very helpful	4	20.0%
	Quite helpful	4	20.0%
	Very helpful	3	15.0%
	Haven't used it	7	35.0%
	Mean		2.62

Q23d.Induction community.(Helpfulness of different parts of the MLDP online area)	*Total*	*20*	*100.0%*
	Not at all helpful	3	15.0%
	Not very helpful		
	Quite helpful	6	30.0%
	Very helpful	6	30.0%
	Haven't used it	5	25.0%
	Mean		3.00

Q23e.360 diagnostic.(Helpfulness of different parts of the MLDP online area)	*Total*	*20*	*100.0%*
	Not at all helpful	1	5.0%
	Not very helpful		
	Quite helpful	1	5.0%
	Very helpful	17	85.0%
	Haven't used it	1	5.0%
	Mean		3.79

Q23f.Individual cluster communities.(Helpfulness of different parts of the MLDP online area)	*Total*	*20*	*100.0%*
	Not at all helpful	1	5.0%
	Not very helpful	1	5.0%
	Quite helpful	6	30.0%
	Very helpful	6	30.0%
	Haven't used it	6	30.0%
	Mean		3.21

Q24.How easy or difficult was it to access what you were looking for in the MLDP online area?	*Total*	*19*	*100.0%*
	Very difficult	2	10.5%
	Difficult	1	5.3%
	Easy	13	68.4%
	Very easy	1	5.3%
	Don't know	2	10.5%
	Mean		2.76

Q26.In general, to what extent do you feel that the programme improved the leadership skills of your Middle Leader(s)?	*Total*	*20*	*100.0%*
	Not at all		
	A little	1	5.0%
	To some extent	8	40.0%
	A great deal	11	55.0%
	Don't know		
	Mean		3.50

Q27a.Improving the quality of teaching and learning through their leadership.(Extent to which they feel the programme has helped their Middle Leader develop different skills and abilities)	*Total*	*20*	*100.0%*
	1 - Not helped at all		
	2	1	5.0%
	3	2	10.0%
	4		
	5	3	15.0%
	6	1	5.0%
	7	5	25.0%
	8	5	25.0%
	9	2	10.0%
	10 - Helped a great deal	1	5.0%
	Mean		6.60

Q27b.Learning to use approaches which reduce variability and close the gap in achievement.(Extent to which they feel the programme has helped their Middle Leader develop different skills and abilities)	*Total*	*20*	*100.0%*
	1 - Not helped at all		
	2		
	3	1	5.0%
	4	1	5.0%
	5		
	6	3	15.0%
	7	4	20.0%
	8	4	20.0%
	9	6	30.0%
	10 - Helped a great deal	1	5.0%
	Mean		7.45

Q27c.Ability to lead, manage and develop people.(Extent to which they feel the programme has helped their Middle Leader develop different skills and abilities)	Total	20	100.0%
	1 - Not helped at all		
	2		
	3		
	4	1	5.0%
	5		
	6	3	15.0%
	7	5	25.0%
	8	5	25.0%
	9	3	15.0%
	10 - Helped a great deal	3	15.0%
	Mean		7.70

Q27d.Manage change and improvement.(Extent to which they feel the programme has helped their Middle Leader develop different skills and abilities)	Total	20	100.0%
	1 - Not helped at all		
	2		
	3		
	4	1	5.0%
	5		
	6	2	10.0%
	7	6	30.0%
	8	8	40.0%
	9	2	10.0%
	10 - Helped a great deal	1	5.0%
	Mean		7.50

Q27e.Ability to network and learn from others.(Extent to which they feel the programme has helped their Middle Leader develop different skills and abilities)	Total	20	100.0%
	1 - Not helped at all		
	2		
	3		
	4		
	5		
	6	2	10.0%
	7	3	15.0%
	8	9	45.0%
	9	5	25.0%
	10 - Helped a great deal	1	5.0%
	Mean		8.00

Q27f.Make strategic decisions and lead change.(Extent to which they feel the programme has helped their Middle Leader develop different skills and abilities)	Total	20	100.0%
	1 - Not helped at all		
	2		
	3	1	5.0%
	4		
	5		
	6	3	15.0%
	7	5	25.0%
	8	8	40.0%
	9	3	15.0%
	10 - Helped a great deal		
	Mean		7.35

Q31.How helpful do you think the Leadership Challenge has been in developing your Middle Leader's leadership?	Total	20	100.0%
	Not at all helpful		
	Not very helpful	2	10.0%
	Quite helpful	7	35.0%
	Very helpful	11	55.0%
	Don't know		
	Mean		3.45

Q35.Based on your experiences of the programme, overall how satisfied were you with the programme?	Total	20	100.0%
	Very dissatisfied		
	Dissatisfied		
	Satisfied	7	35.0%
	Very satisfied	12	60.0%
	Don't know	1	5.0%
	Mean		3.63

Q38.Are you aware that Middle Leaders' work for the MLDP can be used to gain accreditation through CATS points?	Total	20	100.0%
	Yes	13	65.0%
	No	7	35.0%

Q39.Do(es) your Middle Leader(s) plan to have their work accredited?	Total	13	100.0%
	Yes	2	15.4%
	No	4	30.8%
	Don't know	7	53.8%

Q40.Has being involved in the Middle Leadership Development Programme led to you being involved in delivering other training?	Total	20	100.0%
	Yes	5	25.0%
	No	15	75.0%

Q42a.Senior colleagues who might consider being Facilitators.(Likelihood to recommend participation in the MLDP programme to different groups)	*Total*	*20*	*100.0%*
	Not at all likely		
	Not very likely	5	25.0%
	Quite likely	7	35.0%
	Very likely	8	40.0%
	Don't know		
	Mean		3.15

Q42b.Colleagues who might consider being Learning Colleagues.(Likelihood to recommend participation in the MLDP programme to different groups)	*Total*	*20*	*100.0%*
	Not at all likely		
	Not very likely	1	5.0%
	Quite likely	10	50.0%
	Very likely	9	45.0%
	Don't know		
	Mean		3.40

Q42c.Middle leaders.(Likelihood to recommend participation in the MLDP programme to different groups)	*Total*	*20*	*100.0%*
	Not at all likely		
	Not very likely		
	Quite likely	4	20.0%
	Very likely	16	80.0%
	Don't know		
	Mean		3.80

Q42d.Schools / clusters.(Likelihood to recommend participation in the MLDP programme to different groups)	*Total*	*20*	*100.0%*
	Not at all likely		
	Not very likely		
	Quite likely	8	40.0%
	Very likely	11	55.0%
	Don't know	1	5.0%
	Mean		3.58

National College for
Teaching & Leadership

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