

Knowledge Networks	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
1. I regularly access my colleagues knowledge within my school to help with my work						
2. I regularly access my colleagues knowledge from other schools to help with my work						
3. I feel that my knowledge and expertise is valued by my colleagues						
4. There are too many barriers to my communicating with other colleagues within my school						
5. There are too many barriers to my communicating with other colleagues across the authority						
The Learning Agenda	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
6. I am regularly engaged in thinking or discussion about how children learn						
7. I feel its OK to try out new ideas in my work						
8. I really don't find enough time to engage in learning about new ideas						
9. I have spend some time learning about the following areas of development:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
9.1 Learning how to learn						
9.2 Thinking skills						
9.3 Emotional growth and confidence boosting techniques						
9.4 Physiological aspects of learning e.g. Brain function, Brain Gym, Nutrition for Learning						
9.5 Leadership						

Leadership	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
10. I play an important part in sharing leadership in my school						
11. It seems to my that my voice doesn't really count in our strategic thinking						
12. My ideas are seen as useful to the school						
13. I feel that those above me in the organisation provide good leadership						
14. I feel that we have ownership of the development agenda in our school						
15. I am confident about taking risks; there is very little fear in this organisation						
16. Staff in this school feel free to exercise initiative without needing to seek permission						
Organisational Intelligence	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
17. I feel like I am part of a great team						
18. People around me don't show enough interest in recognising or using my talents						
19. My team spends time exploring ways in which we can best work together						
20. As a team we welcome disagreement and challenge to our own ideas						
21. In our discussion we constantly return to our core values as an organisation						
22. I am part of a very open and sharing organisation						
23. I work in a fairly non-hierarchical culture						
24. Information flows better for people higher up the hierarchy than for those lower down						
25. When we agree on actions after meetings they are implemented and have a real impact						

Shared Reflection	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
26. We devote quality time to reflecting on what we do well						
27. we devote quality time to reflecting on what we do less well						
28. I don't get much time to see or learn from other people at work						
29. We try to find ways to involve children in helping us reflect on our work						
30. We make only limited use of parents opinions in improving our service						
31. We do our own small scale research in order to improve our work						
32. When we plan for improvement, we do it together in a collegiate way						
33. We feel confident in challenging policy directives when they conflict with our core values						