

INTERVIEW GUIDE FOR HEADMASTERS (IGH)

I. Innovation, Planning, Strategy adoption and discontinuance:

- a) No. of innovations introduced in the past 5 years.
- b) Planning and preparation for adoption.
- c) Strategy: goals, norms, roles, time+target interim assessment, feedback, two-way communication, decentralisation - mode.
- d) Frequency of innovation adoption.
- e) Discontinuance - Causes - Stage of discontinuance.
- f) Desired changes whether achieved from innovations.
- g) Barriers - causes - remedies.

II. Role of Education Department :

- a) Role of Departmental Officers in innovation.
- b) Role impact on change.
- c) Incentives, follow-ups.
- d) Role in innovation diffusion.
- e) Information in-put and out-put.

III. Linkage with resource systems:

- a) Components of resource system.
- b) Effectiveness of resource system.
- c) Resource system concurrence with school needs.

IV. Management:

- a) Nature - Interfering, supporting, non-committal etc.
- b) Financial support.
- c) Innovative - mindedness.
- d) Interested in innovations.
- e) Encouragement - incentive.
- f) Feed back system.

V. Staff :

- a) Innovative proneness
- b) Group<sup>p</sup>structure - opinion leader.
- c) Self-initiative - sustenance - goal - oriented.
- d) Academic and professional qualities.
- e) Linkage with resource system - prof. growth.
- f) Inter staff - Headmaster - staff - rapport - feed back - communication style.
- g) Job and professional security.

VI. Self :

- a) Sense of security and job satisfaction.
  - b) Professional awareness.
  - c) Change prone-ness - attitude towards innovation.
  - d) Innovation in-put.
  - e) Attitude to staff - administration style.
  - f) Teacher - involvement in decision - making.
  - g) Teacher - control & Teacher encouragement.
  - h) Feed back - communication.
  - i) Management and strategy of change.
  - j) Meeting resistance.
  - k) Planning the change.
  - l) Resourcefulness.
  - m) Linkage with resource systems.
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