360° Reflection Tool

2018 Norm update

June 2018

Contents

Introduction

Executive Summary

This document describes the norms for the AITSL 360° Reflection Tool, which was updated and released in September 2016. The data for this report was collected between 2 November 2016 and 18 December 2017. During this time, data was collected on over 1,000 school leaders in Australia, with feedback provided by over 12,000 raters.

Norm information is included in all individual participant reports processed after 1 June 2018.

Reason for the update

Providing norm data in individual reports provides an external comparison for school leaders who are undertaking the assessment for development.

Attribute norm details

Overview

The norm population includes:

- 1,011 school leaders rated by 12,858 raters.
- Feedback collected between 2 November 2016 and 18 December 2017.
- Lowest number of raters who provided feedback for a school leader = 2.
- Highest number of raters who provided feedback for a school leader = 108.
- Average number of raters per leader N=12.

Data was cleaned to remove:

- Duplicate participant listings (older data omitted).
- Participants with 0-1 raters. 1 rater would be manager feedback only, as this is the only category which would display a single response.
- Non-Australia participants.
- The survey system automatically rejects responses which do not meet validity requirements due to insufficient responses or very low rater familiarity.

Percentile scores by attribute

| Attribute name	25th percentile	75th percentile
1. Creates a student-centred learning environment	4.3	4.7
2. Leads pedagogical practice	3.7	4.4
3. Creates a learning culture	4.1	4.6
4. Builds capacity	3.7	4.3
5. Promotes professional learning	3.7	4.3
6. Manages self	4.0	4.5
7. Inspires and motivates	4.0	4.6
8. Understands and leads change	3.8	4.4
9. Initiates improvement through innovation and change	3.6	4.3
10. Aligns ethical practices with educational goals	4.3	4.8
11. Manages resources	4.0	4.5
12. Manages high standards and accountability	3.9	4.5
13. Creates a culture of inclusion	4.2	4.7
14. Engages with the community	3.9	4.5
15. Collaborates with and influences the community	4.2	4.7

Norm population by demographic

Current role

Legend:
- ■ Principal
- ■ Deputy or Assistant Principal
- ■ Other School Leader
- ■ Aspiring Leader
- ■ System Leader

Pie chart values: 48%, 27%, 20%, 4%, 1%
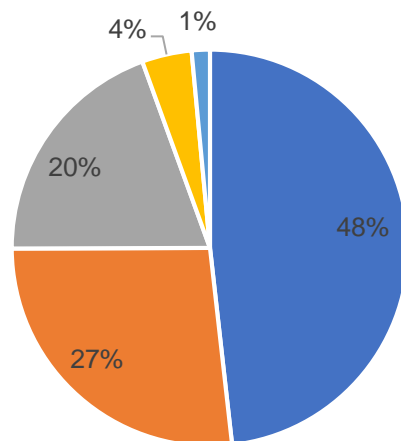
- Principal: Substantive or acting role
- Deputy / Assistant Principal: Substantive or acting role Non-Australia participants
- Other school leader: Middle-leader in a formal leadership role, e.g. curriculum leader, year level co-ordinator
- Aspiring leader: Not currently in a formal leadership role
- System leader: Education system or sector staff e.g. network leader, professional learning provider
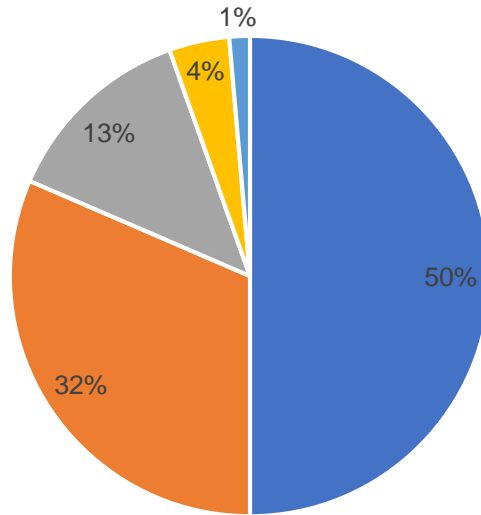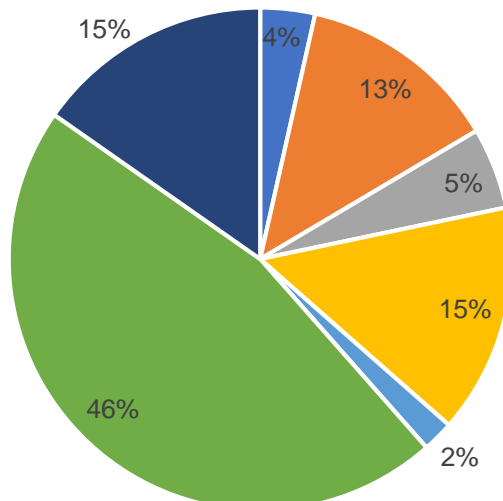
Gender
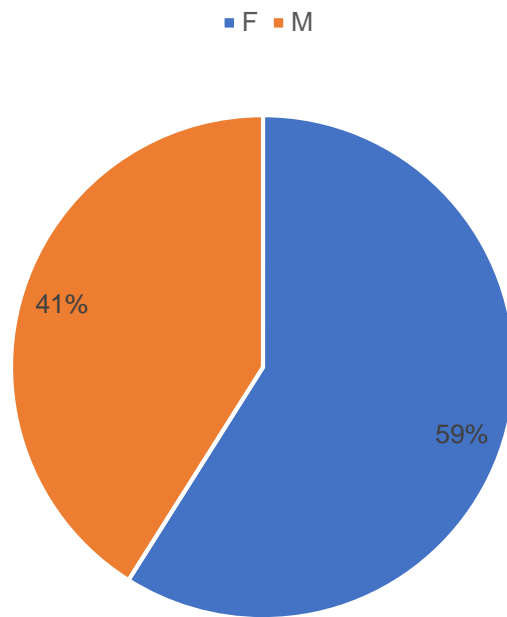
System/Sector
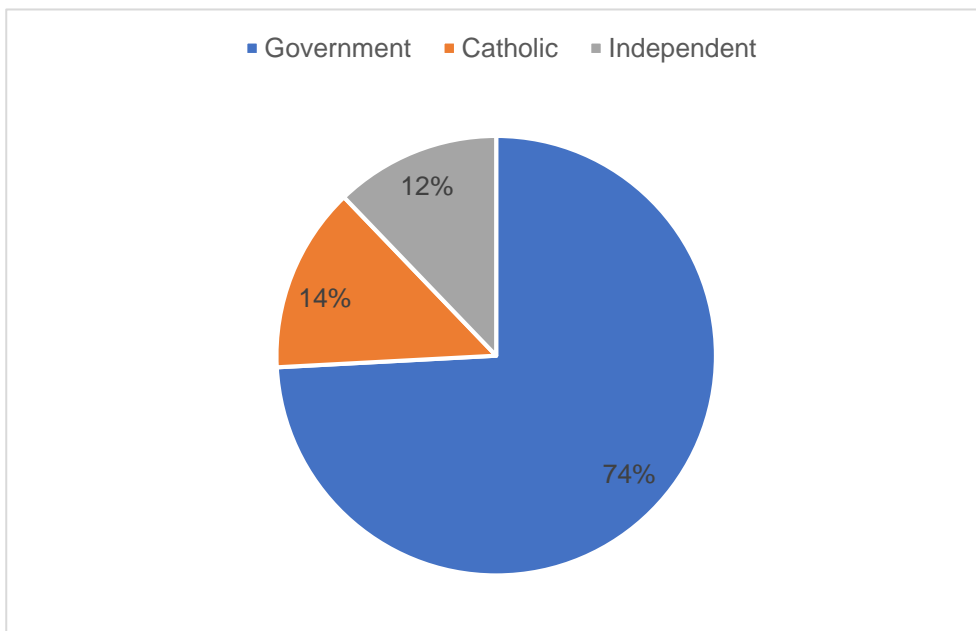
School type

State

School location

Major City ■ Inner Regional ■ Outer Regional ■ Remote ■ Very Remote

2%

7%

9%

20%

62%
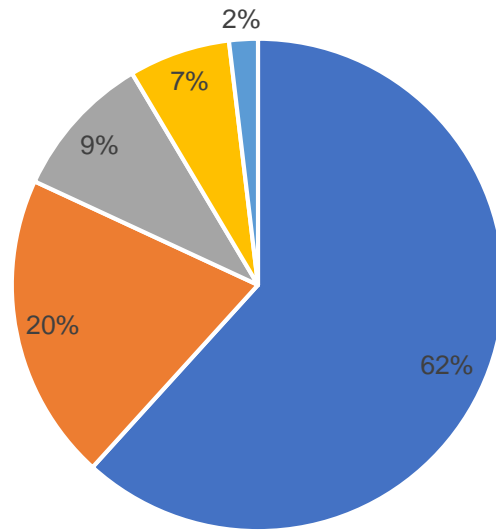
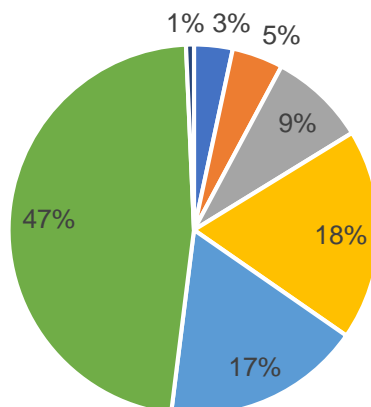Leaders referred to https://www.myschool.edu.au/ for classification.

Experience – current role

Legend:
- Not applicable / aspiring leader
- 1st year
- 2 - 3 years
- 4 - 6 years
- 7 - 9 years
- 10+ years
- NOT PROVIDED

Pie chart values:
- 1%
- 3%
- 24%
- 29%
- 19%
- 10%
- 14%

Experience – total

Legend:
- Not applicable / aspiring leader
- 1st year
- 2 - 3 years
- 4 - 6 years
- 7 - 9 years
- 10+ years
- NOT PROVIDED

Pie chart values:
- 1%
- 3%
- 5%
- 9%
- 18%
- 17%
- 47%
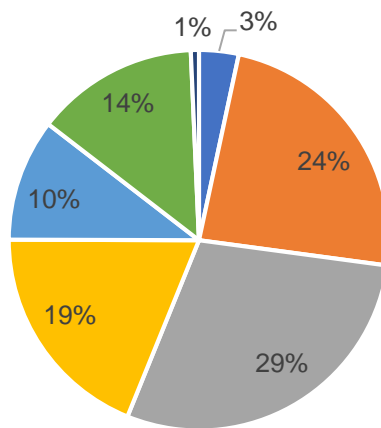
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