

B - ANSWER THIS SECTION IF YOU INTEND TO CONTINUE TO APPLY FOR POSITIONS

1. Why do you want to be a Principal?

2. When was your first application? 12+ months ago [] 6-12 months ago [] within last 6 months []
3. For how many positions have you applied? 1-5 [] 6-10 [] 11-15 [] More than 15 []
4. Were you given an interview for any application? YES [] Go to Question 5.
NO [] Go to Question 6.
5. a) How many interviews have you had? 1-5 [] 6-10 [] 11-15 [] More than 15 []
b) Date of first interview 12+ months ago [] 6-12 months ago [] within last 6 months []
c) Was feedback given to you by convenors Useful for future applications/interviews []
(You may choose more than one response) Not useful for future applications/interviews []
Consistent from convenors on different panels []
Inconsistent from convenors on different panels []
Didn't seek feedback []
Feedback not available []
d) Please describe details from feedback you have received (either for applications or interviews).

e) What did you think or feel about this feedback?

6. a) Was feedback given to you by convenors Useful for future applications []
(You may choose more than one response) Not useful for future applications []
Consistent from convenors on different panels []
Inconsistent from convenors on different panels []
Didn't seek feedback []
Feedback not available []
b) Please describe details of feedback from any applications.

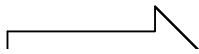
c) What did you think or feel about this feedback?

E

C - ANSWER THIS SECTION IF UNSURE ABOUT CONTINUING TO APPLY FOR POSITIONS

1. Please list any factors that make you consider applying for positions.

2. Please list any factors that make you consider not applying for positions.



D - ANSWER THIS SECTION IF YOU NO LONGER INTEND TO APPLY FOR POSITIONS

1. How many applications did you complete before you decided to apply for no more positions?

0-5 [] 6-10 [] 11-15 [] 15+ []

2. How many interviews did you attend before deciding to apply for no more positions?

Nil [] 0-5 [] 6-10 [] 11-15 [] 15+ []

3. What factors have affected your decision to no longer apply? (Choose more than one response if needed).

-Satisfied at present level of DP []

-Responsibilities are too great []

-Workload is too big []

-Insufficient salary for associated responsibilities/workload []

-Family commitments/Lifestyle choices []

-Access to appropriate role models []

-Lack of access to support for preparation (please elaborate) []

-Unsure what preparation is required (please elaborate) []

-Merit selection procedures (please elaborate) []

-Other (please elaborate) []

4. Would anything persuade you to apply again? YES [] NO []

List any factors that would persuade you.

E - ANSWER THIS SECTION IF YOU INTEND TO APPLY FOR POSITIONS IN THE FUTURE

1. Why do you want to be a Principal?

2. Have you participated in the Targeted Principal Preparation Program? YES [] NO []
 - a) If YES, in what year did you complete the program? 2004 [] 2005 [] 2006 []
 - b) Describe any benefits this program has given to preparing you be a Principal.

3. List other ways in which you are preparing to be a Principal.

F - ANSWER THIS SECTION IF YOU HAVE NO INTENT TO EVER APPLY FOR POSITIONS

1. What factors have affected your decision to never apply? (Choose more than one response if needed).
 - Satisfied at present level of DP []
 - Responsibilities are too great []
 - Workload is too big []
 - Insufficient salary for associated responsibilities/workload []
 - Family commitments /Lifestyle choices []
 - Access to appropriate role models []
 - Lack of access to support for preparation (please elaborate) []

 - Unsure what preparation is required (please elaborate) []

 - Merit selection procedures (please elaborate) []

 - Other (please elaborate) []

2. List any factors that might persuade you to apply.

G - ANSWER THIS SECTION IF YOU HAVE PREVIOUSLY APPLIED FOR POSITIONS

1. On a scale of 1-3 (1=very important, 3=Not important at all), what factors do you believe affect panels' decisions to select applicants for interview? Please tick a number in any choices you make.

Experiences of applicant	1	2	3	Qualifications of applicant	1	2	3
Incumbent is applying (e.g. PH2 school to PH1)	1	2	3	Being in relieving position	1	2	3
Remarks from referees	1	2	3	Lack of recent school experience	1	2	3
Matching type of school to applicant's skills	1	2	3	Panel knowledge of applicant prior to application	1	2	3
Gender of applicant	1	2	3	Format/appearance of application	1	2	3
Age of applicant	1	2	3				

2. Please explain any choices you have made.

3. Other factors you believe affect decisions to interview applicants.

4. On a scale of 1-3 (1=very important, 3=Not important at all), what factors do you believe affect panels' decisions to select a suitable candidate for appointment? Please tick a number in any choices.

Experiences of applicant	1	2	3	Qualifications of applicant	1	2	3
Incumbent is applying (e.g. PH2 school to PH1)	1	2	3	Being in relieving position	1	2	3
Remarks from referees	1	2	3	Lack of recent school experience	1	2	3
Matching type of school to applicant	1	2	3	Panel knowledge of applicant prior to interview	1	2	3
Gender of applicant	1	2	3	Age of applicant	1	2	3
Appearance at interview	1	2	3	Ability to communicate well	1	2	3

5. Please explain any choices you have made.

6. Other factors you believe affect decisions to select and appoint applicant.

How do you think the current system of selecting and appointing Principals could be improved?

MANY THANKS FOR PARTICIPATING AND SHARING YOUR VALUED OPINIONS

Would you be interested in giving more details about your experiences and opinions? YES [] NO []

If "YES"

Name _____ School _____

Best Phone contact _____ Email _____