

Attachment 1

School leader and teacher interview protocols

School leader interview 1

The study team will use the following protocol to conduct one in-depth, 45-minute interview with school leaders after the first PLC session.

Participant name:		Interview date:	
Participant school:		Start time:	
Interviewer name:		End time:	

Introduction

Thank you for agreeing to participate in this interview. The purpose of the interview is to collect information about your experiences with the LEAD project so far. Your feedback is important to us and will help the LEAD development team understand how the project is working and how the project might be improved.

In reporting the study's results, your answers will be completely confidential; no information that identifies you or your organization will be reported. The researchers conducting this study follow the confidentiality and data protection requirements of the U.S. Department of Education's Institute of Education Sciences (The Education Sciences Reform Act of 2002, Title I, Part E, Section 183). The reports prepared for the study will summarize findings across the sample and will not associate responses with a specific district, school, institution, or individual. All information you provide will be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose except as required by law (20 U.S.C. §9573 and 6 U.S.C. §151).

We will not use your name, the name of your school, or any information that could be used to identify you in any written reports based on the data.

Do you have any questions before we begin?

I would like to record this interview to ensure we capture your responses. Your responses will be kept confidential, and the recording will not be shared with anyone outside the LEAD team. Do I have your permission to record? *If yes, start the recorder and then state your name, the date, and the interview participant's name and school before you begin. If no, ask if it's okay for you to take notes and then state your name, the date, and the interview participant's name and school before you begin.*

Begin recording

I'm going to start by asking about your experience with each component of the LEAD project that you have completed so far. I will ask about the kickoff training, module 1, and PLC 1. I will conclude by asking questions about your experience with the LEAD project overall.

Questions

Research question number	Interview question/item
1, 5	<p>1. What did you think about the content, including the materials and resources, included in the kickoff training?</p> <ol style="list-style-type: none"> Probe: If you could change the content covered in the kickoff training to make it easier to understand, what would you do? Probe: What about the materials and resources you received during the kickoff training? How would you change or add to these materials to make them easier to use or to apply them in your school context? Probe: What suggestions, if any, do you have to make the content or materials for the kickoff training easier to understand, access, and use? Probe: How relevant was the content in the kickoff training to you and your work with preK and kindergarten teachers? What is an example of something included in the content of the kickoff meeting that was particularly relevant for your school?
2	<p>2. What did you think about the timing, duration, and form of the kickoff training?</p> <ol style="list-style-type: none"> Probe: What did you think about the time of year the kickoff training was held? Probe: What did you think about the two-day duration of the kickoff training? Probe: What did you think about the kickoff training being in-person? Probe: What suggestions do you have to improve the timing, duration, and form of the kickoff training?
2	<p>3. What did you think about the level of effort that was required to participate in the kickoff training?</p> <ol style="list-style-type: none"> Probe: How easy was it for you to find the time to participate in the kickoff training? What made it easier? What made it more difficult? Probe: What suggestions do you have that might make participating in the kickoff training easier for busy school leaders?
1, 5	<p>4. What did you think about the content, including the materials and resources, included in module 1?</p> <ol style="list-style-type: none"> Probe: What, if anything, about the content included in module 1 did you find confusing or not clear? Probe: What about the materials and resources you received during Module 1? How would you change or add to these materials to make them easier to use or to apply them in your school context? Probe: What suggestions, if any, do you have to make the content or materials for module 1 easier to understand, access, and use? Probe: How relevant was the content in module 1 to you and your work with preK and kindergarten teachers? What is an example of something included in module 1 that was particularly relevant for your school?
2	<p>5. What did you think about the timing, duration, and form of module 1?</p> <ol style="list-style-type: none"> Probe: What did you think about the time of year for starting module 1? Probe: What did you think about the length of time it took you to complete module 1? Probe: What did you think about the format of module 1 being hosted in an

Research question number	Interview question/item
	<p>online Learning Management System?</p> <p>d. Probe: What suggestions do you have to improve the timing, duration, and form of module 1?</p>
2	<p>6. What did you think about the level of effort that was required to participate in module 1?</p> <p>a. Probe: How easy was it for you to find the time to participate in module 1? What made it easier? What made it more difficult?</p> <p>b. Probe: What suggestions do you have that might make participating in module 1 easier for busy school leaders?</p>
1,5	<p>7. What did you think about the content, including the materials and resources, included in PLC 1?</p> <p>a. Probe: What, if anything, about the content included in PLC 1 did you find confusing or not clear?</p> <p>b. Probe: What about the materials and resources you received during PLC 1? How would you change or add to these materials to make them easier to use or to apply them in your school context?</p> <p>c. Probe: What suggestions, if any, do you have to make the content or materials for PLC 1 easier to understand, access, and use?</p> <p>d. Probe: How relevant was the content in PLC 1 to you and your work with preK and kindergarten teachers? What is an example of something included in PLC 1 that was particularly relevant for your school?</p>
2	<p>8. What did you think about the timing, duration, and form of PLC 1?</p> <p>a. Probe: What did you think about the time of year for starting PLC 1?</p> <p>b. Probe: What did you think about the length of time devoted to PLC 1?</p> <p>c. Probe: What did you think about the Zoom meeting format of PLC 1?</p> <p>d. Probe: What suggestions do you have to improve the timing, duration, and form of PLC#1?</p>
2	<p>9. What did you think about the level of effort that was required to participate in PLC 1?</p> <p>a. Probe: How easy was it for you to find the time to participate in PLC 1? What made it easier? What made it more difficult?</p> <p>b. Probe: What suggestions do you have that might make participating in PLC 1 easier for busy school leaders?</p>
2	<p>10. What did you think about the cadence of the kickoff training, module 1, and PLC 1?</p> <p>a. Probe: Did you have enough time to prepare for and lead the associated CoP with teachers?</p> <p>b. Probe: Was there enough time in between the LEAD components for you to try out associated leadership practices learned during the kickoff training, module 1, and PLC 1?</p> <p>c. Probe: What suggestions, if any, do you have to improve the cadence or timing of the kickoff training, module 1, and PLC 1?</p>
2	<p>11. What district or school structures or initiatives do you think align with or compliment what you have learned about so far in the LEAD project?</p> <p>a. Probe: Do any district or school initiatives or structures align better than</p>

Research question number	Interview question/item
	<p>others with the LEAD project? Which ones?</p> <p>b. Probe: What about the leadership and classroom practices associated with the LEAD project? Do any district or school initiatives or policies align with the leadership and classroom practices associated with the LEAD project?</p>
3	<p>12. What helped make it possible for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives helped make it possible for you to participate in the LEAD project?</p>
3	<p>13. What made it difficult for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to participate in the LEAD project?</p>
4	<p>14. What helped make it possible for you to implement the leadership and classroom practices that you have learned about so far in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives helped make it possible for you to implement the leadership and classroom practices that you have learned so far in the LEAD project?</p> <p>b. Probe: What suggestions do you have to increase the likelihood that school leaders and teachers would implement the practices introduced in the LEAD project?</p>
4	<p>15. What made it difficult for you to implement the leadership and classroom practices that you have learned about so far in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to implement the leadership and classroom practices that you have learned so far in the LEAD project?</p>
6	<p>16. How, if at all, has the LEAD project contributed to changes in leadership or classroom practices at your school?</p> <p>a. Probe: If you have not made changes based on the LEAD project, why have you not made changes?</p> <p>b. Probe: What do you do differently now as a result of your participation in the LEAD project? What are your teachers doing differently?</p>

School leader interview 2

The research team will use the following protocol to conduct one in-depth, 45-minute interview with school leaders after module 4.

Participant name:		Interview date:	
Participant school:		Start time:	
Interviewer name:		End time:	

Introduction

Thank you for agreeing to participate in this interview. The purpose of the interview is to collect information about your experiences with the LEAD project. Your feedback is important to us and will help the LEAD development team understand how the project is working and how the project might be improved.

In reporting the study's results, your answers will be completely confidential; no information that identifies you or your organization will be reported. The researchers conducting this study follow the confidentiality and data protection requirements of the U.S. Department of Education's Institute of Education Sciences (The Education Sciences Reform Act of 2002, Title I, Part E, Section 183). The reports prepared for the study will summarize findings across the sample and will not associate responses with a specific district, school, institution, or individual. All information you provide will be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose except as required by law (20 U.S.C. §9573 and 6 U.S.C. §151).

We will not use your name, the name of your school, or any information that could be used to identify you in any written reports based on the data.

Do you have any questions before we begin?

I would like to record this interview to ensure we capture your responses. Your responses will be kept confidential, and the recording will not be shared with anyone outside the LEAD team. Do I have your permission to record? *If yes, start the recorder and then state your name, the date, and the interview participant's name and school before you begin. If no, ask if it's okay for you to take notes and then state your name, the date, and the interview participant's name and school before you begin.*

Begin recording

I'm going to start by asking about your experience with each component of the LEAD project that you have completed since our last interview. I will ask about module 2, module 3, module 4, and the PLCs. I will conclude by asking questions about your experience with the LEAD project overall.

Questions

Research question number	Interview question/item
1, 5	1. What did you think about the content, including the materials and resources, included in module 2 ? <ol style="list-style-type: none"> Probe: What, if anything, about the content included in module 2 did you find confusing or not clear?

Research question number	Interview question/item
	<ul style="list-style-type: none"> c. Probe: What about the materials and resources included in module 2? How would you change or add to these materials to make them easier to use or to apply them in your school context? b. Probe: What suggestions, if any, do you have to make the content or materials for module 2 easier to understand, access, and use? c. Probe: How relevant was the content in module 2 to you and your work with preK and kindergarten teachers? What is an example of something included in module 2 that was particularly relevant for your school?
2	<ul style="list-style-type: none"> 2. What did you think about the timing, duration, and form of module 2? <ul style="list-style-type: none"> a. Probe: What did you think about the time of year for starting module 2? b. Probe: What did you think about the length of time it took you to complete Module 2? c. Probe: What did you think about the format of module 2 being hosted in an online Learning Management System? d. Probe: What suggestions do you have to improve the timing, duration, and form of module 2?
2	<ul style="list-style-type: none"> 3. What did you think about the level of effort that was required to participate in module 2? <ul style="list-style-type: none"> a. Probe: How easy was it for you to find the time to participate in module 2? What made it easier? What made it more difficult? b. Probe: What suggestions do you have that might make participating in module 2 easier for busy school leaders?
1, 5	<ul style="list-style-type: none"> 4. What did you think about the content, including the materials and resources, included in module 3? <ul style="list-style-type: none"> a. Probe: What, if anything, about the content included in module 3 did you find confusing or not clear? d. Probe: What about the materials and resources included in module 3? How would you change or add to these materials to make them easier to use or to apply them in your school context? b. Probe: What suggestions, if any, do you have to make the content or materials for module 3 easier to understand, access, and use? c. Probe: How relevant was the content in module 3 to you and your work with preK and kindergarten teachers? What is an example of something included in module 3 that was particularly relevant for your school?
2	<ul style="list-style-type: none"> 5. What did you think about the timing, duration, and form of module 3? <ul style="list-style-type: none"> a. Probe: What did you think about the time of year for starting module 3? b. Probe: What did you think about the length of time it took you to complete module 3? c. Probe: What did you think about the format of module 3 being hosted in an online Learning Management System? d. Probe: What suggestions do you have to improve the timing, duration, and form of module 3?
2	<ul style="list-style-type: none"> 6. What did you think about the level of effort that was required to participate in module 3?

Research question number	Interview question/item
	<ul style="list-style-type: none"> a. Probe: How easy was it for you to find the time to participate in module 3? What made it easier? What made it more difficult? b. Probe: What suggestions do you have that might make participating in module 3 easier for busy school leaders?
1, 5	<p>7. What did you think about the content, including the materials and resources, included in module 4?</p> <ul style="list-style-type: none"> a. Probe: What, if anything, about the content included in module 4 did you find confusing or not clear? e. Probe: What about the materials and resources included module 4? How easy to use were these materials? How would you change or add to these materials to make them easier to use or to apply them in your school context? b. Probe: What suggestions, if any, do you have to make the content or materials for module 4 easier to understand, access, and use? c. Probe: How relevant was the content in module 4 to you and your work with preK and kindergarten teachers? What is an example of something included in module 3 that was particularly relevant for your school?
2	<p>8. What did you think about the timing, duration, and form of module 4?</p> <ul style="list-style-type: none"> a. Probe: What did you think about the time of year for starting module 4? b. Probe: What did you think about the length of time it took you to complete module 4? c. Probe: What did you think about the format of module 4 being hosted in an online Learning Management System? d. Probe: What suggestions do you have to improve the timing, duration, and form of module 4?
2	<p>9. What did you think about the level of effort that was required to participate in module 4?</p> <ul style="list-style-type: none"> a. Probe: How easy was it for you to find the time to participate in module 4? What made it easier? What made it more difficult? b. Probe: What suggestions do you have that might make participating in module 4 easier for busy school leaders?
2	<p>10. Overall, what did you think about the cadence of the LEAD project?</p> <ul style="list-style-type: none"> a. Probe: Did you have enough time to prepare for and lead the associated CoP with teachers? b. Probe: Was there enough time in between the LEAD components for you to try out associated leadership practices learned during the modules and PLCs? c. Probe: What suggestions, if any, do you have to improve the cadence or timing of the LEAD project components?
2	<p>11. What district and school structures or initiatives do you think align with or compliment what you have learned about in the LEAD project?</p> <ul style="list-style-type: none"> a. Probe: Do any district or school initiatives or structures align better than others with the LEAD project? b. Probe: What about the leadership and classroom practices associated with

Research question number	Interview question/item
	the LEAD project? Do any district or school initiatives or structures align with the leadership and classroom practices associated with the LEAD project?
3	<p>12. What helped make it possible for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives have helped make it possible for you to participate in the LEAD project?</p>
3	<p>13. What has made it difficult for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to participate in the LEAD project?</p>
4	<p>14. What helped make it possible for you to implement the leadership and classroom practices that you have learned about in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives helped make it possible for you to implement the leadership and classroom practices that you have learned so far in the LEAD project?</p> <p>b. Probe: What suggestions do you have to increase the likelihood that school leaders and teachers would implement the practices introduced in the LEAD project?</p>
4	<p>15. What made it difficult for you to implement the leadership and classroom practices that you have learned about in the LEAD project?</p> <p>a. Probe: What school and district structures and initiatives made it difficult for you to implement the leadership and classroom practices that you have learned so far in the LEAD project?</p>
6	<p>16. How, if at all, has the LEAD project contributed to changes in leadership or classroom practices at your school?</p> <p>a. Probe: If you have not made changes based on the LEAD project, why have you not made changes?</p> <p>b. Probe: What do you do differently now as a result of your participation in the LEAD project? What are your teachers doing differently?</p>

Teacher interview 1

The research team will use the following protocol to conduct one in-depth, 45-minute interview with preK and kindergarten teachers after module 1.

Participant name:		Interview date:	
Participant school:		Start time:	
Interviewer name:		End time:	

Introduction

Thank you for agreeing to participate in this interview. The purpose of the interview is to collect information about your experiences with the LEAD project thus far. Your feedback is important to us and will help the LEAD development team understand how the project is working and how the project might be improved.

In reporting the study's results, your answers will be completely confidential; no information that identifies you or your organization will be reported. The researchers conducting this study follow the confidentiality and data protection requirements of the U.S. Department of Education's Institute of Education Sciences (The Education Sciences Reform Act of 2002, Title I, Part E, Section 183). The reports prepared for the study will summarize findings across the sample and will not associate responses with a specific district, school, institution, or individual. All information you provide will be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose except as required by law (20 U.S.C. §9573 and 6 U.S.C. §151).

We will not use your name, the name of your school, or any information that could be used to identify you in any written reports based on the data.

Do you have any questions before we begin?

I would like to record this interview to ensure we capture your responses. Your responses will be kept confidential, and the recording will not be shared with anyone outside the LEAD team. Do I have your permission to record? *If yes, start the recorder and then state your name, the date, and the interview participant's name and school before you begin. If no, ask if it's okay for you to take notes and then state your name, the date, and the interview participant's name and school before you begin.*

Begin recording

I'm going to start by asking about your experience with module 1. I will conclude by asking questions about your experience with the LEAD project overall.

Questions

Research question number	Interview question/item
1, 5	<p>1. What did you think about the content, including the materials and resources, included in module 1?</p> <p>c. Probe: What, if anything, about the content included in module 1 did you find confusing or not clear?</p> <p>a. Probe: What about the materials and resources included in Module 1? How</p>

Research question number	Interview question/item
	<p>would you change or add to these materials to make them easier to use or to apply them in your school context?</p> <p>b. Probe: What suggestions, if any, do you have to make the content or materials for module 1 easier to understand, access, and use?</p> <p>c. Probe: How relevant was the content in module 1 to you and your work with preK and kindergarten students? What is an example of something included in module 1 that was particularly relevant for your school or classroom?</p>
2	<p>2. What did you think about the timing, duration, and form of module 1?</p> <p>a. Probe: What did you think about the time of year for starting module 1?</p> <p>b. Probe: What did you think about the length of time it took you to complete module 1?</p> <p>c. Probe: What did you think about the format of module 1 being hosted in an online Learning Management System?</p> <p>d. Probe: What suggestions do you have to improve the timing, duration, and form of module 1?</p>
2	<p>3. What did you think about the level of effort that was required to participate in module 1?</p> <p>a. Probe: How easy was it for you to find the time to participate in module 1? What made it easier? What made it more difficult?</p> <p>b. Probe: What suggestions do you have that might make participating in module 1 easier for busy school leaders?</p>
2	<p>4. What district or school structures or initiatives do you think align with or compliment what you have learned about so far in the LEAD project?</p> <p>a. Probe: Do any district or school initiatives or structures align better than others with the LEAD project?</p> <p>b. Probe: What about the leadership and classroom practices associated with the LEAD project? Do any district or school initiatives or structures align with the leadership and classroom practices that are associated with the LEAD project?</p>
3	<p>5. What helped make it possible for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives helped make it possible for you to participate in the LEAD project?</p>
3	<p>6. What made it difficult for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to participate in the LEAD project?</p>
4	<p>7. What helped make it possible for you to implement the classroom practices that you have learned about so far in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives helped make it possible for you to implement the classroom practices that you have learned so far in the LEAD project?</p> <p>b. Probe: What suggestions do you have to increase the likelihood that school leaders and teachers would implement the practices introduced in the LEAD project?</p>
4	<p>8. What made it difficult for you to implement the classroom practices that you have</p>

Research question number	Interview question/item
	<p>learned about so far in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to implement the classroom practices that you have learned so far in the LEAD project?</p>
6	<p>9. How, if at all, has the LEAD project contributed to changes in leadership or classroom practices at your school?</p> <p>a. Probe: If you or others in your school have not made changes based on the LEAD project, why have you not made changes?</p> <p>b. Probe: What do you do differently now as a result of your participation in the LEAD project? What is/are your school leader(s) doing differently?</p>

Teacher interview 2

The research team will use the following protocol to conduct one in-depth, 45-minute interview with preK and kindergarten teachers after module 4.

Participant name:		Interview date:	
Participant school:		Start time:	
Interviewer name:		End time:	

Introduction

Thank you for agreeing to participate in this interview. The purpose of the interview is to collect information about your experiences with the LEAD project. Your feedback is important to us and will help the LEAD development team understand how the project is working and how the project might be improved.

In reporting the study's results, your answers will be completely confidential; no information that identifies you or your organization will be reported. The researchers conducting this study follow the confidentiality and data protection requirements of the U.S. Department of Education's Institute of Education Sciences (The Education Sciences Reform Act of 2002, Title I, Part E, Section 183). The reports prepared for the study will summarize findings across the sample and will not associate responses with a specific district, school, institution, or individual. All information you provide will be used only for statistical purposes and may not be disclosed, or used, in identifiable form for any other purpose except as required by law (20 U.S.C. §9573 and 6 U.S.C. §151).

We will not use your name, the name of your school, or any information that could be used to identify you in any written reports based on the data.

Do you have any questions before we begin?

I would like to record this interview to ensure we capture your responses. Your responses will be kept confidential, and the recording will not be shared with anyone outside of the LEAD team. Do I have your permission to record? *If yes, start the recorder and then state your name, the date, and the interview participant's name and school before you begin. If no, ask if it's okay for you to take notes and then state your name, the date, and the interview participant's name and school before you begin.*

Begin recording

I'm going to start by asking about your experience with each component of the LEAD project that you have completed since our last interview. I will ask about module 2, module 3, and module 4. I will conclude by asking questions about your experience with the LEAD project overall.

Questions

Research question number	Interview question/item
1, 5	1. What did you think about the content, including the materials and resources, included in module 2 ? a. Probe: What, if anything, about the content included in module 2 did you find confusing or not clear?

Research question number	Interview question/item
	<ul style="list-style-type: none"> b. Probe: What about the materials and resources you were provided during module 2? How would you change or add to these materials to make them easier to use or to apply them in your school context? c. Probe: What suggestions, if any, do you have to make the content or materials for module 2 easier to understand, access, and use? d. Probe: How relevant was the content in module 2 to you and your work with preK and kindergarten students? What is an example of something included in module 2 that was particularly relevant for your school or classroom?
2	<ul style="list-style-type: none"> 2. What did you think about the timing, duration, and form of module 2? <ul style="list-style-type: none"> a. Probe: What did you think about the time of year for starting module 2? b. Probe: What did you think about the length of time it took you to complete module 2? c. Probe: What did you think about the format of module 2 being hosted in an online Learning Management System? d. Probe: What suggestions do you have to improve the timing, duration, and form of module 2?
2	<ul style="list-style-type: none"> 3. What did you think about the level of effort that was required to participate in module 2? <ul style="list-style-type: none"> a. Probe: How easy was it for you to find the time to participate in module 2? What made it easier? What made it more difficult? b. Probe: What suggestions do you have that might make participating in module 2 easier for busy school leaders?
1, 5	<ul style="list-style-type: none"> 4. What did you think about the content, including the materials and resources, included in module 3? <ul style="list-style-type: none"> a. Probe: What, if anything, about the content included in module 3 did you find confusing or not clear? b. Probe: What about the materials and resources you were provided during module 3? How would you change or add to these materials to make them easier to use or to apply them in your school context? c. Probe: What suggestions, if any, do you have to make the content or materials for module 3 easier to understand, access, and use? d. Probe: How relevant was the content in module 3 to you and your work with preK and kindergarten students? What is an example of something included in module 3 that was particularly relevant for your school or classroom?
2	<ul style="list-style-type: none"> 5. What did you think about the timing, duration, and form of module 3? <ul style="list-style-type: none"> a. Probe: What did you think about the time of year for starting module 3? b. Probe: What did you think about the length of time it took you to complete module 3? c. Probe: What did you think about the format of module 3 being hosted in an online Learning Management System? d. Probe: What suggestions do you have to improve the timing, duration, and form of module 3?
2	<ul style="list-style-type: none"> 6. What did you think about the level of effort that was required to participate in module 3?

Research question number	Interview question/item
	<ul style="list-style-type: none"> a. Probe: How easy was it for you to find the time to participate in module 3? What made it easier? What made it more difficult? b. Probe: What suggestions do you have that might make participating in module 3 easier for busy school leaders?
1, 5	<p>7. What did you think about the content, including the materials and resources, included in module 4?</p> <ul style="list-style-type: none"> a. Probe: What, if anything, about the content included in module 4 did you find confusing or not clear? b. Probe: What about the materials and resources you were provided during module 4? How would you change or add to these materials to make them easier to use or to apply them in your school context? c. Probe: What suggestions, if any, do you have to make the content or materials for module 4 easier to understand, access, and use? d. Probe: How relevant was the content in module 4 to you and your work with preK and kindergarten students? What is an example of something included in module 4 that was particularly relevant for your school or classroom?
2	<p>8. What did you think about the timing, duration, and form of module 4?</p> <ul style="list-style-type: none"> a. Probe: What did you think about the time of year for starting module 4? b. Probe: What did you think about the length of time it took you to complete module 4? c. Probe: What did you think about the format of module 4 being hosted in an online Learning Management System? d. Probe: What suggestions do you have to improve the timing, duration, and form of module 4?
2	<p>9. What did you think about the level of effort that was required to participate in module 4?</p> <ul style="list-style-type: none"> a. Probe: How easy was it for you to find the time to participate in module 4? What made it easier? What made it more difficult? b. Probe: What suggestions do you have that might make participating in module 4 easier for busy school leaders?
2	<p>10. Overall, what did you think about the cadence of the LEAD project?</p> <ul style="list-style-type: none"> a. Probe: Was there enough time in between the modules for you to try out associated instructional practices learned during the modules? b. Probe: What suggestions, if any, do you have to improve the cadence or timing of the LEAD modules?
2	<p>11. What district or school structures or initiatives do you think align with or compliment what you have learned about in the LEAD project?</p> <ul style="list-style-type: none"> a. Probe: Do any district or school initiatives or structures align better than others with the LEAD project? b. Probe: What about the leadership and classroom practices associated with the LEAD project? Do any district or school initiatives or structures align with the leadership and classroom practices associated with the LEAD project?
3	<p>12. What helped make it possible for you to participate in the LEAD project?</p> <ul style="list-style-type: none"> a. Probe: What school and district structures or initiatives helped make it

Research question number	Interview question/item
	possible for you to participate in the LEAD project?
3	<p>13. What made it difficult for you to participate in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to participate in the LEAD project?</p>
4	<p>14. What helped make it possible for you to implement the classroom practices that you have learned about so far in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives helped make it possible for you to implement the classroom practices that you have learned so far in the LEAD project?</p> <p>b. Probe: What suggestions do you have to increase the likelihood that school leaders and teachers would implement the practices introduced in the LEAD project?</p>
4	<p>15. What made it difficult for you to implement the classroom practices that you have learned about so far in the LEAD project?</p> <p>a. Probe: What school and district structures or initiatives made it difficult for you to implement the classroom practices that you have learned so far in the LEAD project?</p>
6	<p>16. How, if at all, has the LEAD project contributed to changes in leadership or classroom practices at your school?</p> <p>a. Probe: If you or others in your school have not made changes based on the LEAD project, why have you not made changes?</p> <p>b. Probe: What do you do differently now as a result of your participation in the LEAD project? What is/are your school leader(s) doing differently?</p>