

Appendix 1: **The analysis model**

Question	Data from the case (what information is in the case?)	Answer from the analysis
Problem description		
What is going on at school, what is happening? What are the characteristics of the school?		
What are the actions taken by the school leader? What does the school leader do?		
What are the (re)actions shown by the teachers? What do the teachers do?		
Problem analysis		
What concerns does the school leader have?		
What concerns do the teachers have?		
What is the school leader's aim?		
What strategies does the school leader use?		
What possible explanations do you have for what is happening? Why does the school leader achieve the goal – or why not?		
Devising interventions		
What could the school leader do? Which interventions could she deploy?		
Which interventions could you deploy? And which not?		