Some details on the Benchmarks for Distributed Leadership

The benchmarks for distributed leadership have been developed through a project funded by the OLT. The benchmarking process is a self-evaluation process of current action to enable distributed leadership against previously determined ‘good practice’ descriptors.

In conjunction with the Action Self Enabling Reflective Tool – ASERT (www.distributedleadership.com.au) developed from a previous OLT funded project ASERT, the benchmarks for distributed leadership are designed to first identify action required to enable distributed leadership and then to evaluate action taken against good practice descriptors.

The benchmarks for distributed leadership are identified into five broad domains each identified by a Scoping statement, which are then micro-identified into Elements, each with a Good Practice Descriptor.

1. Each of the five Domains of distributed leadership has an associated scoping statement
2. Within each Domain, there are either 3 or 4 Elements (3 or 4)
3. Each element has a Good Practice Descriptor

The Benchmarking process can be done by individuals or collaborations using a distributed leadership approach and involves three stages:

**Stage 1: Appraisal of performance stage of**

An initial appraisal or performance using a pre-identified five-point scale to enable self-appraisal of actions taken to use a distributed leadership approach against the good practice descriptor.

The five-point scale (see below) enables action to be identified as Beginning (1); Developing (2); Functional (3); Proficient (4); Accomplished/Exemplary (5)

<table>
<thead>
<tr>
<th>Appraisal of performance in this element</th>
<th>Beginning-Developing</th>
<th>Functional-Proficient</th>
<th>Accomplished-Exemplary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
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**Stage Two: Evidence of performance**

Once the initial appraisal of performance has been identified, the second stage requires evidence of action related to the good practice to be identified.

**Note: this may lead to an adjustment of the initial appraisal**

**Stage three: Reflection on performance**

The benchmarking process is designed as an action-learning process that enables adjustments to be made through cycles of enhancement activity. To assist this the self-appraisal includes a third (reflection) stage during which the benchmarking participants reflect upon the initial appraisal and evidence of practice in terms of future action required to move towards, or sustain, action in terms of the good practice descriptor.