ATTACHMENT 2

DATA PRE- AND POST- INTERVENTION

part of **IMPACT REPORT**

LEAD-IN

Leadership Empowerment and Development for Inclusive Education in Europe

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IN COLLABORATION WITH

TFA Teach For Austria

TEACH*for*BELGIUM

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Attachment: Pre-post results

1. Post-measurement: IMPACT IN GENERAL

Frequency tables by question, by country and overall

n = number of valid responses; % = percentage of valid responses within the respective country. Total number of respondents = 50 (BE-Fl 7, BE-Fr 4, Bulgaria 19, Austria 14, Poland 6).

Question 1: I have deepened or broadened my knowledge through this training.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	1	5,3%	1	7,1%	1	16,7%	3	6,0%
Agree	4	57,1%	0	0,0%	2	10,5%	6	42,9%	1	16,7%	13	26,0%
Strongly agree	3	42,9%	4	100,0%	16	84,2%	7	50,0%	3	50,0%	33	66,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

92% (46/50) of our respondents agree or strongly agree.

Question 2: I gained new insights through this training.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Agree	4	57,1%	0	0,0%	2	10,5%	5	35,7%	2	33,3%	13	26,0%
Strongly agree	3	42,9%	4	100,0%	17	89,5%	9	64,3%	3	50,0%	36	72,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

98% (49/50) of our respondents agree or strongly agree.

Question 3: I developed leadership skills through this training.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	0	0,0%	4	28,6%	0	0,0%	4	8,0%
Agree	4	57,1%	4	100,0%	3	15,8%	3	21,4%	2	33,3%	16	32,0%
Strongly agree	3	42,9%	0	0,0%	16	84,2%	7	50,0%	3	50,0%	29	58,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

- **90% (45/50) of our respondents agree or strongly agree.**

Question 4: My professional disposition (attitudes, beliefs, etc.) was strengthened through this training.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	0	0,0%	2	14,3%	1	16,7%	3	6,0%
Agree	3	42,9%	1	25,0%	2	10,5%	4	28,6%	1	16,7%	11	22,0%
Strongly agree	4	57,1%	3	75,0%	17	89,5%	8	57,1%	3	50,0%	35	70,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

- **92% (46/50) of our respondents agree or strongly agree.**

Question 5: I apply insights from the training in my work.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	0	0,0%	2	14,3%	0	0,0%	2	4,0%
Agree	4	57,1%	4	100,0%	6	31,6%	3	21,4%	2	33,3%	19	38,0%
Strongly agree	3	42,9%	0	0,0%	13	68,4%	9	64,3%	3	50,0%	28	56,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

- **94% (47/50) of our respondents agree or strongly agree.**

Question 6: I observe that aspects of how my school operates have changed as a result of the training.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	1	16,7%	2	4,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	1	7,1%	0	0,0%	1	2,0%
Neutral	2	28,6%	4	100,0%	4	21,1%	2	14,3%	1	16,7%	13	26,0%
Agree	3	42,9%	0	0,0%	7	36,8%	7	50,0%	1	16,7%	18	36,0%
Strongly agree	2	28,6%	0	0,0%	7	36,8%	4	28,6%	3	50,0%	16	32,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

- **68% (34/50) of our respondents agree or strongly agree.**

Question 7: The training has had positive effects on my team.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	1	7,1%	0	0,0%	1	2,0%
Neutral	4	57,1%	4	100,0%	4	21,1%	6	42,9%	1	16,7%	19	38,0%
Agree	2	28,6%	0	0,0%	7	36,8%	2	14,3%	2	33,3%	13	26,0%
Strongly agree	1	14,3%	0	0,0%	8	42,1%	5	35,7%	2	33,3%	16	32,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

- **58% (29/50) of our respondents agree or strongly agree.**

Question 8: The training has had positive effects on my students.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	1	7,1%	0	0,0%	1	2,0%
Neutral	4	57,1%	4	100,0%	4	21,1%	4	28,6%	1	16,7%	17	34,0%

Agree	2	28,6%	0	0,0%	4	21,1%	4	28,6%	2	33,3%	12	24,0%
Strongly agree	1	14,3%	0	0,0%	11	57,9%	5	35,7%	2	33,3%	19	38,0%
Total	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

- **62% (31/50) of our respondents agree or strongly agree.**

Overall, respondents are positive about the impact of the training. Across the first four questions, 90–98% agree or strongly agree that the training strengthened their knowledge, insights, leadership skills and professional disposition. 94% report applying insights from the training in their work. Although the post-measurement took place shortly after the training ended, more than half of respondents already report positive effects on school operations, their team and/or their students.

1) Additional question (optional): Which aspects of the training were you most/least satisfied with?

- Getting to know different leaders from organisations outside the school sector / the rigid programme, which left too little room for discussion and networking.
- I was most satisfied with the methods and examples for implementing an inclusive mindset in one's own school. I was least satisfied with the schedule, because the long Monday was personally difficult for me to manage; fortunately, this was later adjusted. ;)
- I really wish this training had been mandatory for all school leaders across Vienna. If everyone pulls together in the same direction, we can change so much for the better.
- Most of all: international exchange and school visits.
- I am satisfied with all aspects of the training.
- I was most satisfied with the practical applicability of the training, the opportunity to exchange experiences with colleagues, and the contemporary approaches to management and the organisation of the educational process that were presented. The training was well structured and focused on real situations from school practice.
- I was least satisfied with the limited time available to discuss specific cases and share more practical examples.
- Although my context differs from that of a school, I can say that I found something useful in every session.
- The lack of differentiation in the training according to my role.
- The training in Austria.
- I cannot identify any significant aspects that I was dissatisfied with.
- I am not really a fan of role-play, but I understand its added value.

- Reflection on my own actions, linked to a theoretical framework, was a strong element. Role-play was somewhat more difficult for me in the initial phase. I found the paired conversations/exchanges at the end of the training very valuable for learning.
- The visit to Klimrek in Ghent was very interesting. Our sessions with the trainers were also consistently interesting, with plenty of room for our own input and experiences.
- Network.
- During the period in Vienna, I had hoped to visit more schools. It was nice to brainstorm together, although it would have been even better if everyone had had a stronger knowledge of English as the common language.
- I met great colleagues during the training, which strengthened my professional network.
- I greatly appreciated the theoretical input and its practical application. It helped me focus on certain aspects of how I operate and how my school functions.
- I also learned a great deal from the exchanges during the trip to Vienna. The immersion in a school and the direct exchanges were very inspiring.
- In-person international meetings and the exchange of experiences.
- I am most satisfied with the practical nature of the training and the way the knowledge was presented. I am least satisfied with the amount of time allocated to some topics, which could have been discussed in greater detail.
- The exchange of experiences among school principals from other countries.

2) Additional question (optional): To what extent did the training strengthen your knowledge, skills and/or professional disposition (attitudes, beliefs, etc.)? Please provide an example.

- Values and attitudes.
- Both the knowledge I gained through real-life encounters, exchange and best practices, and becoming familiar with and studying current relevant literature strengthened my skills and professional disposition.
- I am a teacher, but I could imagine becoming a school principal in the future. In a way, the training also motivated me to consider this. The training helped me feel more confident using new ideas and technologies in my work. I gained practical ideas that I can apply in my day-to-day work.
- Working with regulations and conflict management.
- The training broadened my knowledge of the effective organisation of the educational process, teamwork and the application of innovative methods in the school context. My confidence in coordinating activities and supporting education professionals has increased.

- For example, I have started to more actively encourage the exchange of good practices among teachers and the use of interactive methods in the educational process.
- Addressing problems and intolerant behaviour within the team and/or between teachers and students.
- The training gave me the opportunity to communicate with people within the system who have different roles. Through this communication, I gained insight into how the system operates in practice across different contexts. I developed effective communication skills, and my belief was reinforced that everyone is doing the best they can at any given moment.
- The international exchange of experiences gave me new ideas for engaging parents and supporting students in vulnerable situations.
- Reflection on myself and our team.
- Knowing your own values and using them as a school leader.
- During individual conversations with staff members, I have become a better listener. I am much more aware of my own actions and reactions. I act less impulsively.
- Starting from your own core values was interesting because they strongly shape your leadership style, which becomes apparent in your policies and conversations with staff members.
- Insight into and reflection on my own actions.
- As I mentioned in the previous response, taking the time to reflect on certain concepts and question the way I operate within my school—or simply connect my practice to theory and gain reassurance about that practice—was very valuable. One example is my relationship with staff members and the way I analyse each person's position in order to identify the real issues at stake and appropriate ways forward.
- Strengthening my work with teachers who are new to the profession after the visit to Vienna.
- The training broadened my knowledge of the needs of students with different abilities, experiences and educational needs, and strengthened my belief that school should be an accessible and welcoming place for every student. The guidance I received will help me better adapt my working methods and respond to students' individual needs. One example is paying greater attention to different ways of communicating and engaging students in lessons.
- My mindset shifted from the role of a "controlling manager" to that of a "supportive leader".

3) Additional question (optional): How has your leadership behaviour changed as a result of the training? Please provide an example.

- My leadership behaviour has changed through the focus on team leadership.
- Not particularly strongly; I mainly know more than I did before, and I look forward to applying and trying out what I have learned and experienced at school in order to improve things.

- The training also gave me greater confidence in my leadership role and encouraged better communication and collaboration. For example, I started discussing ideas and decisions with colleagues more often and giving them more authority and autonomy when carrying out simpler tasks.
- Mainly a behavioural change: greater tolerance and a fairer approach.
- The training helped me develop better skills in communication, motivation and teamwork. I became more aware of the importance of a supportive leadership environment and shared responsibility within the school.
- For example, I started organising regular working meetings with colleagues to discuss challenges, exchange ideas and plan joint initiatives.
- I have started listening more and delegating responsibilities. I am still working on overcoming my tendency to want to control every step of every process.
- There is a sense of teamwork.
- My role is that of someone people can rely on, even when I am approached by people with whom there is no mutual affinity. The people I work with often ask for my opinion because they value it. I quickly find ways to connect with different personalities so that I can accomplish my tasks and goals.
- I have become more confident in giving feedback.
- When planning activities for students and parents, I now pay more attention to dialogue, feedback and the active involvement of all stakeholders.
- Practised specific conversation strategies.
- I approach conversations differently and pay more attention to the other person's perspective, feelings and experiences.
- I absolutely dislike role-play, but by doing and experiencing it I have become more deliberate in my conversations with staff members. I am more aware of possible biases and practise active listening without immediately wanting to offer a solution.
- I would say it was strengthened by becoming more aware of certain existing processes and by improving them using some of the tools I learned.
- In particular, I think about the way I view my team in terms of diversity. Since we already work extensively on inclusion with students, I focused more specifically on inclusion and diversity among adults.
- A change in role – from "problem-solver" to mentor/coach: Instead of giving the team ready-made answers and instructions, I started using open-ended questions and involving people in finding solutions.

4) Additional question (optional): Which aspects of the school organisation have improved as a result of the training? What positive effects has the training had on your team and/or your students?

- Motivation and no "complaining".
- For my team, certainly: I introduced them to approaches, literature, training opportunities and concrete applications to embed inclusion throughout the whole school.
- The training improved the exchange of ideas, collaboration and the use of new teaching approaches. Communication with the other colleagues was always very inspiring and motivating. When everyone around you is "on the same wavelength", it becomes easier to share and you feel more confident taking on new challenges. Students were more engaged by something different and interesting in the lessons, and the team became more open to collaboration and support.
- There has been some noticeable progress in team cohesion.
- Communication and collaboration among members of the teaching team have improved. Teachers show greater engagement in applying new methods and sharing good practices.
- For students, the positive effect is reflected in a more engaging learning environment, greater motivation to participate and more active involvement in the learning process.
- A calmer and more supportive environment. Communication problems raised by students are addressed directly.
- Creating a positive educational environment.
- I learned about various challenges faced by school leaders. This helped me connect more effectively with people working within the system.
- We are continually expanding the leadership team. We continue to follow our established priorities.
- I discovered ideas that can be applied in our school, and the effectiveness of some approaches already being used at school was confirmed. As a result, I now pay more attention to professional dialogue within the teaching team and to encouraging a more active partnership with parents—an area in which I see opportunities for further school development. This has a positive effect on the school environment and on student support.
- The need to develop an inclusion policy plan.
- Perhaps it is still a little too early to measure the effects?
- The effects are not yet visible or measurable.

2. Comparison pre-post measurement

Frequency tables pre-measurement by question, by country and overall

Scale: 1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5 = Strongly agree. Percentages are based on valid responses for each question and country.

Total N = 75: BE-Fl 12, BE-Fr 5, Bulgaria 27, Austria 21, Poland 10.

Question 1: I know how to build an inclusive school vision.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	1.3%
2 – Disagree	1	8.3%	0	0.0%	2	7.4%	2	9.5%	0	0.0%	5	6.7%
3 – Neutral	5	41.7%	4	80.0%	8	29.6%	7	33.3%	6	60.0%	30	40.0%
4 – Agree	6	50.0%	1	20.0%	14	51.9%	11	52.4%	4	40.0%	36	48.0%
5 – Strongly agree	0	0.0%	0	0.0%	2	7.4%	1	4.8%	0	0.0%	3	4.0%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 2: I know how to create an inclusive school culture and environment.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	5	18.5%	2	9.5%	0	0.0%	7	9.3%
3 – Neutral	6	50.0%	1	20.0%	6	22.2%	7	33.3%	6	60.0%	26	34.7%
4 – Agree	6	50.0%	4	80.0%	13	48.1%	11	52.4%	4	40.0%	38	50.7%
5 – Strongly agree	0	0.0%	0	0.0%	3	11.1%	1	4.8%	0	0.0%	4	5.3%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 3: I know the strengths and weaknesses of my school concerning inclusive education.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	0	0.0%	2	9.5%	1	10.0%	3	4.0%
3 – Neutral	4	33.3%	1	20.0%	5	18.5%	4	19.0%	3	30.0%	17	22.7%
4 – Agree	8	66.7%	4	80.0%	15	55.6%	11	52.4%	5	50.0%	43	57.3%
5 – Strongly agree	0	0.0%	0	0.0%	7	25.9%	4	19.0%	1	10.0%	12	16.0%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 4: As a school we have a clear and shared vision with the whole team on inclusive education

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	2	7.4%	1	4.8%	1	10.0%	4	5.3%
2 – Disagree	1	8.3%	3	60.0%	7	25.9%	6	28.6%	4	40.0%	21	28.0%
3 – Neutral	3	25.0%	1	20.0%	9	33.3%	8	38.1%	5	50.0%	26	34.7%
4 – Agree	8	66.7%	1	20.0%	6	22.2%	5	23.8%	0	0.0%	20	26.7%
5 – Strongly agree	0	0.0%	0	0.0%	3	11.1%	1	4.8%	0	0.0%	4	5.3%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 5: In our school we pay little attention to students' and staff cultural differences because of neutrality in the school

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	5	41.7%	2	40.0%	3	11.1%	4	19.0%	0	0.0%	14	18.9%
2 – Disagree	5	41.7%	1	20.0%	5	18.5%	8	38.1%	3	33.3%	22	29.7%
3 – Neutral	1	8.3%	1	20.0%	10	37.0%	5	23.8%	3	33.3%	20	27.0%
4 – Agree	0	0.0%	0	0.0%	4	14.8%	1	4.8%	3	33.3%	8	10.8%
5 – Strongly agree	1	8.3%	1	20.0%	5	18.5%	3	14.3%	0	0.0%	10	13.5%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**9**	**100.0%**	**74**	**100.0%**

Question 6: In our school we appreciate differences between students and staff from different cultural groups

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	1.4%
2 – Disagree	0	0.0%	1	20.0%	1	3.7%	0	0.0%	0	0.0%	2	2.7%
3 – Neutral	0	0.0%	0	0.0%	8	29.6%	6	30.0%	5	50.0%	19	25.7%
4 – Agree	6	50.0%	3	60.0%	8	29.6%	6	30.0%	5	50.0%	28	37.8%
5 – Strongly agree	6	50.0%	1	20.0%	9	33.3%	8	40.0%	0	0.0%	24	32.4%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 7: In our school, we encourage students and staff to adopt a common set of values and adjust to these.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	1	20.0%	1	3.7%	0	0.0%	2	20.0%	4	5.3%
2 – Disagree	1	8.3%	0	0.0%	1	3.7%	2	9.5%	0	0.0%	4	5.3%
3 – Neutral	2	16.7%	0	0.0%	4	14.8%	2	9.5%	4	40.0%	12	16.0%
4 – Agree	7	58.3%	3	60.0%	12	44.4%	11	52.4%	4	40.0%	37	49.3%
5 – Strongly agree	2	16.7%	1	20.0%	9	33.3%	6	28.6%	0	0.0%	18	24.0%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 8: When hiring staff in our school, we ask about their position on inclusive education.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	1	8.3%	3	60.0%	1	3.7%	2	9.5%	4	40.0%	11	14.7%
2 – Disagree	1	8.3%	0	0.0%	5	18.5%	4	19.0%	3	30.0%	13	17.3%
3 – Neutral	3	25.0%	2	40.0%	5	18.5%	8	38.1%	3	30.0%	21	28.0%
4 – Agree	5	41.7%	0	0.0%	10	37.0%	2	9.5%	0	0.0%	17	22.7%
5 – Strongly agree	2	16.7%	0	0.0%	6	22.2%	5	23.8%	0	0.0%	13	17.3%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 9: I can advocate for inclusion (resources, support, educational policy) to policymakers.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	2	40.0%	0	0.0%	1	4.8%	0	0.0%	3	4.0%
2 – Disagree	1	8.3%	0	0.0%	2	7.4%	3	14.3%	1	10.0%	7	9.3%
3 – Neutral	2	16.7%	3	60.0%	6	22.2%	8	38.1%	5	50.0%	24	32.0%
4 – Agree	7	58.3%	0	0.0%	10	37.0%	5	23.8%	4	40.0%	26	34.7%
5 – Strongly agree	2	16.7%	0	0.0%	9	33.3%	4	19.0%	0	0.0%	15	20.0%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 10: I understand concepts such as inclusion, diversity, equity, and equality.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3 – Neutral	0	0.0%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	1.3%
4 – Agree	9	75.0%	3	60.0%	11	40.7%	10	47.6%	4	40.0%	37	49.3%
5 – Strongly agree	3	25.0%	2	40.0%	15	55.6%	11	52.4%	6	60.0%	37	49.3%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 11: I'm aware of my own identity, biases and privileges.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3 – Neutral	0	0.0%	0	0.0%	0	0.0%	1	4.8%	0	0.0%	1	1.3%
4 – Agree	7	58.3%	4	80.0%	14	51.9%	12	57.1%	4	40.0%	41	54.7%
5 – Strongly agree	5	41.7%	1	20.0%	13	48.1%	8	38.1%	6	60.0%	33	44.0%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 12: I feel confident as a school leader in dealing with all different domains of diversity (gender, ethnicity, socio-economic status, language, sexual identity, disabilities, and religion)

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	1	25.0%	1	3.7%	2	9.5%	0	0.0%	4	5.4%
3 – Neutral	4	33.3%	1	25.0%	2	7.4%	6	28.6%	4	40.0%	17	23.0%
4 – Agree	6	50.0%	1	25.0%	9	33.3%	10	47.6%	5	50.0%	31	41.9%
5 – Strongly agree	2	16.7%	1	25.0%	15	55.6%	3	14.3%	1	10.0%	22	29.7%
Valid responses	**12**	**100.0%**	**4**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 13: I see that the school and classroom population are constantly changing; diversity cannot be seen as a static concept.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%
3 – Neutral	1	8.3%	2	40.0%	1	3.7%	1	4.8%	4	40.0%	9	12.0%
4 – Agree	7	58.3%	1	20.0%	10	37.0%	7	33.3%	5	50.0%	30	40.0%
5 – Strongly agree	3	25.0%	2	40.0%	16	59.3%	13	61.9%	1	10.0%	35	46.7%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**21**	**100.0%**	**10**	**100.0%**	**75**	**100.0%**

Question 14: I know how to collect data on the current situation of inclusion in my school

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	1	1.4%
2 – Disagree	1	8.3%	1	20.0%	5	18.5%	3	15.0%	3	30.0%	13	17.6%
3 – Neutral	4	33.3%	1	20.0%	7	25.9%	4	20.0%	5	50.0%	21	28.4%
4 – Agree	7	58.3%	2	40.0%	12	44.4%	13	65.0%	2	20.0%	36	48.6%
5 – Strongly agree	0	0.0%	0	0.0%	3	11.1%	0	0.0%	0	0.0%	3	4.1%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 15: Data is used to drive and make decisions in my school.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	1	20.0%	1	3.7%	1	5.0%	0	0.0%	3	4.1%
2 – Disagree	1	8.3%	1	20.0%	6	22.2%	2	10.0%	2	20.0%	12	16.2%
3 – Neutral	5	41.7%	3	60.0%	8	29.6%	8	40.0%	6	60.0%	30	40.5%
4 – Agree	6	50.0%	0	0.0%	8	29.6%	9	45.0%	2	20.0%	25	33.8%
5 – Strongly agree	0	0.0%	0	0.0%	4	14.8%	0	0.0%	0	0.0%	4	5.4%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 16: An implementation action plan for inclusion, based on data-driven decisions, has been developed.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	1	8.3%	2	40.0%	1	3.7%	4	20.0%	0	0.0%	8	10.8%
2 – Disagree	4	33.3%	0	0.0%	6	22.2%	6	30.0%	6	60.0%	22	29.7%
3 – Neutral	5	41.7%	2	40.0%	11	40.7%	7	35.0%	3	30.0%	28	37.8%
4 – Agree	2	16.7%	1	20.0%	6	22.2%	3	15.0%	1	10.0%	13	17.6%
5 – Strongly agree	0	0.0%	0	0.0%	3	11.1%	0	0.0%	0	0.0%	3	4.1%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 17: I can adequately support my team to diversify learning content and methods to address students' diverse needs and backgrounds.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	1	1.4%
2 – Disagree	1	8.3%	0	0.0%	5	18.5%	2	10.0%	1	10.0%	9	12.2%
3 – Neutral	2	16.7%	2	40.0%	9	33.3%	8	40.0%	2	20.0%	23	31.1%
4 – Agree	8	66.7%	2	40.0%	12	44.4%	8	40.0%	6	60.0%	36	48.6%
5 – Strongly agree	1	8.3%	0	0.0%	1	3.7%	2	10.0%	1	10.0%	5	6.8%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 18: I can motivate my team to work on inclusive education.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	4	14.8%	0	0.0%	1	10.0%	5	6.8%
3 – Neutral	3	25.0%	1	20.0%	10	37.0%	6	30.0%	4	40.0%	24	32.4%
4 – Agree	8	66.7%	3	60.0%	12	44.4%	13	65.0%	5	50.0%	41	55.4%
5 – Strongly agree	1	8.3%	1	20.0%	1	3.7%	1	5.0%	0	0.0%	4	5.4%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 19: I see how each staff member in my school has a responsibility to contribute to a school culture that welcomes diversity.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	2	18.2%	0	0.0%	0	0.0%	3	15.0%	1	10.0%	6	8.2%
3 – Neutral	2	18.2%	0	0.0%	4	14.8%	1	5.0%	4	40.0%	11	15.1%
4 – Agree	6	54.5%	3	60.0%	7	25.9%	8	40.0%	5	50.0%	29	39.7%
5 – Strongly agree	1	9.1%	2	40.0%	16	59.3%	8	40.0%	0	0.0%	27	37.0%
Valid responses	**11**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**73**	**100.0%**

Question 20: On-going professional development opportunities are provided to the entire faculty to update and enhance instructional skills in working with diverse students.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	1	8.3%	0	0.0%	0	0.0%	2	10.0%	0	0.0%	3	4.1%
3 – Neutral	3	25.0%	2	40.0%	7	25.9%	3	15.0%	1	10.0%	16	21.6%
4 – Agree	7	58.3%	2	40.0%	5	18.5%	9	45.0%	9	90.0%	32	43.2%
5 – Strongly agree	1	8.3%	1	20.0%	15	55.6%	6	30.0%	0	0.0%	23	31.1%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 21: I feel confident to address differences in the school (with students and/or team members) related to ethnicity, gender, language, class, special needs and other forms of diversity.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	1	8.3%	0	0.0%	3	11.1%	0	0.0%	0	0.0%	4	5.4%
3 – Neutral	0	0.0%	2	40.0%	5	18.5%	5	25.0%	5	50.0%	17	23.0%
4 – Agree	9	75.0%	2	40.0%	16	59.3%	10	50.0%	5	50.0%	42	56.8%
5 – Strongly agree	2	16.7%	1	20.0%	3	11.1%	5	25.0%	0	0.0%	11	14.9%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 22: I know coping strategies that enable teachers to challenge non-inclusive attitudes and racism, sexism, classism and ableism.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	3	25.0%	0	0.0%	6	22.2%	2	10.0%	2	20.0%	13	17.6%
3 – Neutral	4	33.3%	3	60.0%	8	29.6%	10	50.0%	5	50.0%	30	40.5%
4 – Agree	5	41.7%	2	40.0%	13	48.1%	7	35.0%	3	30.0%	30	40.5%
5 – Strongly agree	0	0.0%	0	0.0%	0	0.0%	1	5.0%	0	0.0%	1	1.4%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 23: I know how to react as a school leader to controversial issues in the school and to support my team to deal with these in the classroom.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	2	7.4%	2	10.5%	1	11.1%	5	6.9%
3 – Neutral	3	25.0%	3	60.0%	10	37.0%	9	47.4%	5	55.6%	30	41.7%
4 – Agree	7	58.3%	2	40.0%	11	40.7%	5	26.3%	3	33.3%	28	38.9%
5 – Strongly agree	2	16.7%	0	0.0%	4	14.8%	3	15.8%	0	0.0%	9	12.5%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**19**	**100.0%**	**9**	**100.0%**	**72**	**100.0%**

Question 24: There is a clear conflict resolution plan in the school where diversity related issues are addressed.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	1	8.3%	1	20.0%	0	0.0%	2	10.5%	1	10.0%	5	6.8%
2 – Disagree	2	16.7%	1	20.0%	9	33.3%	6	31.6%	1	10.0%	19	26.0%
3 – Neutral	8	66.7%	3	60.0%	7	25.9%	7	36.8%	5	50.0%	30	41.1%
4 – Agree	1	8.3%	0	0.0%	7	25.9%	3	15.8%	3	30.0%	14	19.2%
5 – Strongly agree	0	0.0%	0	0.0%	4	14.8%	1	5.3%	0	0.0%	5	6.8%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**19**	**100.0%**	**10**	**100.0%**	**73**	**100.0%**

Question 25: There is a clear anti-discrimination policy in the school that is known by all staff and students.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	1	8.3%	0	0.0%	1	3.7%	1	5.0%	1	10.0%	4	5.4%
2 – Disagree	2	16.7%	1	20.0%	7	25.9%	7	35.0%	2	20.0%	19	25.7%
3 – Neutral	7	58.3%	2	40.0%	6	22.2%	4	20.0%	3	30.0%	22	29.7%
4 – Agree	2	16.7%	1	20.0%	10	37.0%	7	35.0%	4	40.0%	24	32.4%
5 – Strongly agree	0	0.0%	1	20.0%	3	11.1%	1	5.0%	0	0.0%	5	6.8%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 26: I feel confident about how to engage a diverse group of parents/the community surrounding my school.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	2	40.0%	2	7.4%	2	10.0%	3	30.0%	9	12.2%
3 – Neutral	4	33.3%	2	40.0%	8	29.6%	4	20.0%	4	40.0%	22	29.7%
4 – Agree	8	66.7%	1	20.0%	13	48.1%	10	50.0%	2	20.0%	34	45.9%
5 – Strongly agree	0	0.0%	0	0.0%	4	14.8%	4	20.0%	1	10.0%	9	12.2%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 27: I know how to tap into the learning potential of parents and families for students in our school and use it as a resource for learning.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2 – Disagree	1	8.3%	1	25.0%	5	18.5%	4	20.0%	3	30.0%	14	19.2%
3 – Neutral	5	41.7%	1	25.0%	10	37.0%	11	55.0%	3	30.0%	30	41.1%
4 – Agree	6	50.0%	2	50.0%	8	29.6%	5	25.0%	3	30.0%	24	32.9%
5 – Strongly agree	0	0.0%	0	0.0%	4	14.8%	0	0.0%	1	10.0%	5	6.8%
Valid responses	**12**	**100.0%**	**4**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**73**	**100.0%**

Question 28: Working collaboratively with parents and families is an added value.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	0	0.0%	0	0.0%	0	0.0%	0		0	0.0%	0	0.0%
2 – Disagree	0	0.0%	0	0.0%	0	0.0%	0		0	0.0%	0	0.0%
3 – Neutral	0	0.0%	0	0.0%	3	11.1%	0		0	0.0%	3	5.6%
4 – Agree	4	33.3%	2	40.0%	13	48.1%	0		8	80.0%	27	50.0%
5 – Strongly agree	8	66.7%	3	60.0%	11	40.7%	0		2	20.0%	24	44.4%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**0**		**10**	**100.0%**	**54**	**100.0%**

Question 29: I know how to address diversity in the curriculum in my school.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	0		0	0.0%	0	0.0%	0	0.0%
2 – Disagree	0	0.0%	1	20.0%	0		0	0.0%	0	0.0%	1	2.1%
3 – Neutral	3	25.0%	2	40.0%	0		9	45.0%	4	40.0%	18	38.3%
4 – Agree	9	75.0%	2	40.0%	0		11	55.0%	6	60.0%	28	59.6%
5 – Strongly agree	0	0.0%	0	0.0%	0		0	0.0%	0	0.0%	0	0.0%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**0**		**20**	**100.0%**	**10**	**100.0%**	**47**	**100.0%**

Question 30: Teachers in my school have high expectations for all students

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	3	11.1%	0	0.0%	0	0.0%	3	4.1%
2 – Disagree	3	25.0%	1	20.0%	7	25.9%	4	20.0%	2	20.0%	17	23.0%
3 – Neutral	3	25.0%	2	40.0%	8	29.6%	6	30.0%	4	40.0%	23	31.1%
4 – Agree	5	41.7%	2	40.0%	8	29.6%	7	35.0%	4	40.0%	26	35.1%
5 – Strongly agree	1	8.3%	0	0.0%	1	3.7%	3	15.0%	0	0.0%	5	6.8%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 31: I can encourage teachers to use a diversity of learning approaches as a resource for teaching.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	1.4%
2 – Disagree	0	0.0%	1	20.0%	6	22.2%	2	10.0%	0	0.0%	9	12.2%
3 – Neutral	2	16.7%	0	0.0%	9	33.3%	11	55.0%	7	70.0%	29	39.2%
4 – Agree	8	66.7%	3	60.0%	10	37.0%	6	30.0%	3	30.0%	30	40.5%
5 – Strongly agree	2	16.7%	1	20.0%	1	3.7%	1	5.0%	0	0.0%	5	6.8%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 32: I can support teachers to foster a safe and cohesive classroom community.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
1 – Strongly disagree	0	0.0%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	1.4%
2 – Disagree	0	0.0%	0	0.0%	3	11.1%	1	5.0%	0	0.0%	4	5.4%
3 – Neutral	1	8.3%	1	20.0%	10	37.0%	5	25.0%	2	20.0%	19	25.7%
4 – Agree	8	66.7%	3	60.0%	9	33.3%	10	50.0%	8	80.0%	38	51.4%
5 – Strongly agree	3	25.0%	1	20.0%	4	14.8%	4	20.0%	0	0.0%	12	16.2%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Question 33: I can support teachers to foster a brave space in the classroom to discuss multiple perspectives.

Score / response	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %

1 – Strongly disagree	0	0.0%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	1.4%
2 – Disagree	0	0.0%	0	0.0%	3	11.1%	1	5.0%	0	0.0%	4	5.4%
3 – Neutral	2	16.7%	1	20.0%	10	37.0%	4	20.0%	3	30.0%	20	27.0%
4 – Agree	8	66.7%	4	80.0%	10	37.0%	11	55.0%	7	70.0%	40	54.1%
5 – Strongly agree	2	16.7%	0	0.0%	3	11.1%	4	20.0%	0	0.0%	9	12.2%
Valid responses	**12**	**100.0%**	**5**	**100.0%**	**27**	**100.0%**	**20**	**100.0%**	**10**	**100.0%**	**74**	**100.0%**

Frequency tables post-measurement by question, by country and overall

n = number of valid responses; % = percentage of valid responses within the respective country. Total number of respondents = 50 (BE-Fl 7, BE-Fr 4, Bulgaria 19, Austria 14, Poland 6).

Question 1: I know how to develop an inclusive school vision.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	2	28,6%	0	0,0%	3	15,8%	1	7,1%	1	16,7%	7	14,0%
Agree	3	42,9%	4	100,0%	8	42,1%	9	64,3%	2	33,3%	26	52,0%
Strongly agree	2	28,6%	0	0,0%	8	42,1%	4	28,6%	3	50,0%	17	34,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 2: I know how to create an inclusive school culture and environment.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	2	28,6%	0	0,0%	1	5,3%	2	14,3%	0	0,0%	5	10,0%
Agree	3	42,9%	4	100,0%	10	52,6%	6	42,9%	3	50,0%	26	52,0%
Strongly agree	2	28,6%	0	0,0%	8	42,1%	6	42,9%	3	50,0%	19	38,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 3: I know the strengths and weaknesses of my school with regard to inclusive education.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%

Disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Neutral	0	0,0%	1	25,0%	0	0,0%	0	0,0%	0	0,0%	1	2,0%
Agree	5	71,4%	3	75,0%	6	31,6%	6	42,9%	4	66,7%	24	48,0%
Strongly agree	2	28,6%	0	0,0%	12	63,2%	8	57,1%	2	33,3%	24	48,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 4: As a school, we have a clear and shared vision of inclusive education across the whole team.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	2	10,5%	1	7,1%	2	33,3%	5	10,0%
Disagree	0	0,0%	0	0,0%	2	10,5%	1	7,1%	1	16,7%	4	8,0%
Neutral	2	28,6%	4	100,0%	5	26,3%	4	28,6%	0	0,0%	15	30,0%
Agree	5	71,4%	0	0,0%	6	31,6%	6	42,9%	2	33,3%	19	38,0%
Strongly agree	0	0,0%	0	0,0%	4	21,1%	2	14,3%	1	16,7%	7	14,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 5: At our school, we pay little attention to cultural differences among students and staff because of the school's neutrality.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	2	28,6%	1	25,0%	5	26,3%	2	14,3%	2	33,3%	12	24,0%
Disagree	3	42,9%	1	25,0%	0	0,0%	2	14,3%	0	0,0%	6	12,0%
Neutral	0	0,0%	2	50,0%	4	21,1%	2	14,3%	2	33,3%	10	20,0%
Agree	1	14,3%	0	0,0%	4	21,1%	1	7,1%	1	16,7%	7	14,0%
Strongly agree	1	14,3%	0	0,0%	6	31,6%	7	50,0%	1	16,7%	15	30,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 6: At our school, we value differences among students and staff from different cultural groups.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	2	10,5%	0	0,0%	1	16,7%	3	6,0%
Disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	1	16,7%	2	4,0%
Neutral	0	0,0%	1	25,0%	1	5,3%	1	7,1%	1	16,7%	4	8,0%
Agree	3	42,9%	3	75,0%	4	21,1%	3	21,4%	1	16,7%	14	28,0%
Strongly agree	4	57,1%	0	0,0%	11	57,9%	10	71,4%	2	33,3%	27	54,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 7: At our school, we encourage students and staff to adopt and align with a shared set of values.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	2	10,5%	1	7,1%	1	16,7%	4	8,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	1	14,3%	1	25,0%	2	10,5%	1	7,1%	0	0,0%	5	10,0%
Agree	5	71,4%	2	50,0%	4	21,1%	4	28,6%	3	50,0%	18	36,0%
Strongly agree	1	14,3%	1	25,0%	11	57,9%	8	57,1%	2	33,3%	23	46,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 8: When hiring staff at our school, we ask about their views on inclusive education.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	2	10,5%	1	7,1%	1	16,7%	4	8,0%
Disagree	1	14,3%	0	0,0%	1	5,3%	1	7,1%	0	0,0%	3	6,0%
Neutral	3	42,9%	3	75,0%	3	15,8%	3	21,4%	0	0,0%	12	24,0%
Agree	3	42,9%	1	25,0%	6	31,6%	4	28,6%	3	50,0%	17	34,0%
Strongly agree	0	0,0%	0	0,0%	7	36,8%	5	35,7%	2	33,3%	14	28,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 9: I can advocate for inclusion (resources, support, education policy) with policymakers.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	1	7,1%	0	0,0%	1	2,0%
Neutral	2	28,6%	3	75,0%	2	10,5%	5	35,7%	1	16,7%	13	26,0%
Agree	5	71,4%	1	25,0%	6	31,6%	5	35,7%	3	50,0%	20	40,0%
Strongly agree	0	0,0%	0	0,0%	11	57,9%	3	21,4%	2	33,3%	16	32,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 10: I understand concepts such as inclusion, diversity, equality and equity.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	1	14,3%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	2,0%
Agree	3	42,9%	2	50,0%	3	15,8%	1	7,1%	2	33,3%	11	22,0%
Strongly agree	3	42,9%	2	50,0%	16	84,2%	13	92,9%	3	50,0%	37	74,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 11: I am aware of my own identity, biases and privileges.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	0	0,0%	1	7,1%	1	16,7%	2	4,0%
Agree	5	71,4%	2	50,0%	4	21,1%	3	21,4%	1	16,7%	15	30,0%
Strongly agree	2	28,6%	2	50,0%	15	78,9%	10	71,4%	3	50,0%	32	64,0%

Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 12: As a school leader, I feel confident dealing with all dimensions of diversity (gender, ethnicity, socioeconomic status, language, sexual identity, disabilities and religion).

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	2	28,6%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	2	4,0%
Neutral	0	0,0%	1	25,0%	1	5,3%	2	14,3%	2	33,3%	6	12,0%
Agree	5	71,4%	3	75,0%	9	47,4%	7	50,0%	2	33,3%	26	52,0%
Strongly agree	0	0,0%	0	0,0%	9	47,4%	5	35,7%	2	33,3%	16	32,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 13: I recognise that the school and classroom population is constantly changing; diversity cannot be viewed as a static concept.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Agree	3	42,9%	1	25,0%	5	26,3%	2	14,3%	5	83,3%	16	32,0%
Strongly agree	4	57,1%	3	75,0%	14	73,7%	12	85,7%	1	16,7%	34	68,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 14: I know how to collect data about the current state of inclusion at my school.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	1	25,0%	1	5,3%	0	0,0%	0	0,0%	2	4,0%
Neutral	1	14,3%	2	50,0%	2	10,5%	4	28,6%	1	16,7%	10	20,0%

Agree	4	57,1%	1	25,0%	12	63,2%	6	42,9%	4	66,7%	27	54,0%
Strongly agree	2	28,6%	0	0,0%	4	21,1%	4	28,6%	1	16,7%	11	22,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 15: Data are used to make decisions at my school.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	3	15,8%	2	14,3%	0	0,0%	5	10,0%
Neutral	1	14,3%	3	75,0%	3	15,8%	2	14,3%	1	16,7%	10	20,0%
Agree	5	71,4%	1	25,0%	5	26,3%	8	57,1%	4	66,7%	23	46,0%
Strongly agree	1	14,3%	0	0,0%	8	42,1%	2	14,3%	1	16,7%	12	24,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 16: An action plan for implementing inclusion has been developed based on data-informed decision-making.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	1	25,0%	1	5,3%	1	7,1%	0	0,0%	3	6,0%
Disagree	4	57,1%	1	25,0%	4	21,1%	4	28,6%	2	33,3%	15	30,0%
Neutral	2	28,6%	2	50,0%	4	21,1%	4	28,6%	0	0,0%	12	24,0%
Agree	1	14,3%	0	0,0%	7	36,8%	3	21,4%	3	50,0%	14	28,0%
Strongly agree	0	0,0%	0	0,0%	3	15,8%	2	14,3%	1	16,7%	6	12,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 17: I can adequately support my team in diversifying learning content and teaching methods to meet the diverse needs and backgrounds of students.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%

Disagree	1	14,3%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	2	4,0%
Neutral	1	14,3%	1	25,0%	3	15,8%	2	14,3%	0	0,0%	7	14,0%
Agree	5	71,4%	3	75,0%	9	47,4%	10	71,4%	4	66,7%	31	62,0%
Strongly agree	0	0,0%	0	0,0%	6	31,6%	2	14,3%	2	33,3%	10	20,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 18: I can motivate my team to work towards inclusive education.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	2	10,5%	0	0,0%	0	0,0%	2	4,0%
Neutral	0	0,0%	0	0,0%	3	15,8%	2	14,3%	1	16,7%	6	12,0%
Agree	6	85,7%	3	75,0%	11	57,9%	7	50,0%	3	50,0%	30	60,0%
Strongly agree	1	14,3%	1	25,0%	3	15,8%	5	35,7%	2	33,3%	12	24,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 19: I recognise that every staff member at my school has a responsibility to contribute to a school culture that welcomes diversity.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	1	7,1%	0	0,0%	1	2,0%
Neutral	0	0,0%	2	50,0%	1	5,3%	3	21,4%	0	0,0%	6	12,0%
Agree	4	57,1%	1	25,0%	6	31,6%	4	28,6%	4	66,7%	19	38,0%
Strongly agree	3	42,9%	1	25,0%	12	63,2%	6	42,9%	2	33,3%	24	48,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 20: Ongoing professional development opportunities are provided to all teaching staff to update and improve instructional skills for working with diverse students.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Neutral	2	28,6%	2	50,0%	3	15,8%	0	0,0%	0	0,0%	7	14,0%
Agree	5	71,4%	2	50,0%	3	15,8%	8	57,1%	4	66,7%	22	44,0%
Strongly agree	0	0,0%	0	0,0%	11	57,9%	6	42,9%	2	33,3%	19	38,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 21: I feel confident addressing differences at school (with students and/or team members) related to ethnicity, gender, language, social class, special needs and other forms of diversity.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	1	16,7%	2	4,0%
Neutral	3	42,9%	2	50,0%	1	5,3%	0	0,0%	0	0,0%	6	12,0%
Agree	3	42,9%	2	50,0%	15	78,9%	7	50,0%	4	66,7%	31	62,0%
Strongly agree	1	14,3%	0	0,0%	2	10,5%	7	50,0%	1	16,7%	11	22,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 22: I know coping strategies that enable teachers to challenge non-inclusive attitudes as well as racism, sexism, classism and ableism.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	1	25,0%	0	0,0%	0	0,0%	0	0,0%	1	2,0%
Neutral	3	42,9%	2	50,0%	3	15,8%	5	35,7%	2	33,3%	15	30,0%
Agree	3	42,9%	1	25,0%	12	63,2%	6	42,9%	3	50,0%	25	50,0%
Strongly agree	1	14,3%	0	0,0%	4	21,1%	3	21,4%	1	16,7%	9	18,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 23: As a school leader, I know how to respond to controversial issues at school and how to support my team in addressing them in the classroom.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Neutral	3	42,9%	2	50,0%	2	10,5%	5	35,7%	2	33,3%	14	28,0%
Agree	4	57,1%	2	50,0%	9	47,4%	7	50,0%	2	33,3%	24	48,0%
Strongly agree	0	0,0%	0	0,0%	8	42,1%	2	14,3%	2	33,3%	12	24,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 24: There is a clear conflict-resolution plan at the school that addresses diversity-related issues.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	1	7,1%	0	0,0%	2	4,0%
Disagree	4	57,1%	2	50,0%	2	10,5%	4	28,6%	0	0,0%	12	24,0%
Neutral	3	42,9%	1	25,0%	3	15,8%	4	28,6%	2	33,3%	13	26,0%
Agree	0	0,0%	0	0,0%	8	42,1%	3	21,4%	2	33,3%	13	26,0%
Strongly agree	0	0,0%	1	25,0%	5	26,3%	2	14,3%	2	33,3%	10	20,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 25: There is a clear anti-discrimination policy at the school that is known to all staff and students.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	1	7,1%	0	0,0%	2	4,0%
Disagree	1	14,3%	1	25,0%	1	5,3%	1	7,1%	0	0,0%	4	8,0%
Neutral	2	28,6%	2	50,0%	4	21,1%	1	7,1%	1	16,7%	10	20,0%
Agree	4	57,1%	1	25,0%	5	26,3%	6	42,9%	3	50,0%	19	38,0%
Strongly agree	0	0,0%	0	0,0%	8	42,1%	5	35,7%	2	33,3%	15	30,0%

Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 26: I feel confident about how to engage a diverse group of parents and the wider community around my school.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	16,7%	1	2,0%
Disagree	1	14,3%	1	25,0%	2	10,5%	1	7,1%	0	0,0%	5	10,0%
Neutral	1	14,3%	2	50,0%	3	15,8%	1	7,1%	2	33,3%	9	18,0%
Agree	4	57,1%	1	25,0%	9	47,4%	5	35,7%	3	50,0%	22	44,0%
Strongly agree	1	14,3%	0	0,0%	5	26,3%	7	50,0%	0	0,0%	13	26,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 27: I know how to tap into the learning potential of parents and families for students at our school and use it as a resource for learning.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Disagree	0	0,0%	2	50,0%	1	5,3%	4	28,6%	0	0,0%	7	14,0%
Neutral	3	42,9%	1	25,0%	1	5,3%	0	0,0%	2	33,3%	7	14,0%
Agree	3	42,9%	1	25,0%	9	47,4%	8	57,1%	3	50,0%	24	48,0%
Strongly agree	1	14,3%	0	0,0%	7	36,8%	2	14,3%	1	16,7%	11	22,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 28: Working with parents and families adds value.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	0		0	0,0%	1	2,8%
Disagree	0	0,0%	0	0,0%	0	0,0%	0		0	0,0%	0	0,0%
Neutral	1	14,3%	0	0,0%	0	0,0%	0		0	0,0%	1	2,8%

Agree	3	42,9%	3	75,0%	6	31,6%	0		4	66,7%	16	44,4%
Strongly agree	3	42,9%	1	25,0%	12	63,2%	0		2	33,3%	18	50,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**0**		**6**	**100,0%**	**36**	**100,0%**

Question 29: I know how to address diversity in my school's curriculum.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0		0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	0		1	7,1%	0	0,0%	1	3,2%
Neutral	1	14,3%	1	25,0%	0		1	7,1%	0	0,0%	3	9,7%
Agree	5	71,4%	3	75,0%	0		6	42,9%	3	50,0%	17	54,8%
Strongly agree	1	14,3%	0	0,0%	0		6	42,9%	3	50,0%	10	32,3%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**0**		**14**	**100,0%**	**6**	**100,0%**	**31**	**100,0%**

Question 30: Teachers at my school have high expectations of all students.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	2	10,5%	0	0,0%	1	16,7%	3	6,0%
Disagree	1	14,3%	0	0,0%	4	21,1%	0	0,0%	1	16,7%	6	12,0%
Neutral	1	14,3%	2	50,0%	5	26,3%	3	21,4%	1	16,7%	12	24,0%
Agree	4	57,1%	2	50,0%	4	21,1%	6	42,9%	2	33,3%	18	36,0%
Strongly agree	1	14,3%	0	0,0%	4	21,1%	5	35,7%	1	16,7%	11	22,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 31: I can encourage teachers to use a variety of learning approaches as a resource for teaching.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%

Disagree	0	0,0%	0	0,0%	2	10,5%	0	0,0%	1	16,7%	3	6,0%
Neutral	1	14,3%	1	25,0%	3	15,8%	5	35,7%	0	0,0%	10	20,0%
Agree	5	71,4%	3	75,0%	9	47,4%	7	50,0%	3	50,0%	27	54,0%
Strongly agree	1	14,3%	0	0,0%	4	21,1%	2	14,3%	2	33,3%	9	18,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 32: I can support teachers in fostering a safe and cohesive classroom climate.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Neutral	2	28,6%	1	25,0%	3	15,8%	2	14,3%	1	16,7%	9	18,0%
Agree	4	57,1%	3	75,0%	8	42,1%	6	42,9%	3	50,0%	24	48,0%
Strongly agree	1	14,3%	0	0,0%	6	31,6%	6	42,9%	2	33,3%	15	30,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Question 33: I can support teachers in creating a brave space in the classroom to discuss multiple perspectives.

Response category	BE-Fl n	BE-Fl %	BE-Fr n	BE-Fr %	Bulgaria n	Bulgaria %	Austria n	Austria %	Poland n	Poland %	Overall n	Overall %
Strongly disagree	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%
Disagree	0	0,0%	0	0,0%	1	5,3%	0	0,0%	0	0,0%	1	2,0%
Neutral	2	28,6%	2	50,0%	4	21,1%	1	7,1%	2	33,3%	11	22,0%
Agree	5	71,4%	2	50,0%	8	42,1%	4	28,6%	2	33,3%	21	42,0%
Strongly agree	0	0,0%	0	0,0%	6	31,6%	9	64,3%	2	33,3%	17	34,0%
Valid responses	**7**	**100,0%**	**4**	**100,0%**	**19**	**100,0%**	**14**	**100,0%**	**6**	**100,0%**	**50**	**100,0%**

Pre-post comparison:

Pre–post frequency tables – Overall

Overall = BE-Fl + BE-Fr + Bulgaria + Austria + Poland at both pre and post. Percentages use valid responses for each question.

Question 1: I know how to build an inclusive school vision.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	1	1,3%	0	0,0%	-1,3 pp
2 – Disagree	5	6,7%	0	0,0%	-6,7 pp
3 – Neutral	30	40,0%	7	14,0%	-26,0 pp
4 – Agree	36	48,0%	26	52,0%	4,0 pp
5 – Strongly agree	3	4,0%	17	34,0%	30,0 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**39**	**52,0%**	**43**	**86,0%**	**34,0 pp**

Question 2: I know how to create an inclusive school culture and environment.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	7	9,3%	0	0,0%	-9,3 pp
3 – Neutral	26	34,7%	5	10,0%	-24,7 pp
4 – Agree	38	50,7%	26	52,0%	1,3 pp
5 – Strongly agree	4	5,3%	19	38,0%	32,7 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**42**	**56,0%**	**45**	**90,0%**	**34,0 pp**

Question 3: I know the strengths and weaknesses of my school concerning inclusive education.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp

2 – Disagree	3	4,0%	1	2,0%	-2,0 pp
3 – Neutral	17	22,7%	1	2,0%	-20,7 pp
4 – Agree	43	57,3%	24	48,0%	-9,3 pp
5 – Strongly agree	12	16,0%	24	48,0%	32,0 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**55**	**73,3%**	**48**	**96,0%**	**22,7 pp**

Question 4: As a school we have a clear and shared vision with the whole team on inclusive education

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	4	5,3%	5	10,0%	4,7 pp
2 – Disagree	21	28,0%	4	8,0%	-20,0 pp
3 – Neutral	26	34,7%	15	30,0%	-4,7 pp
4 – Agree	20	26,7%	19	38,0%	11,3 pp
5 – Strongly agree	4	5,3%	7	14,0%	8,7 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**24**	**32,0%**	**26**	**52,0%**	**20,0 pp**

Question 5: In our school we pay little attention to students' and staff cultural differences because of neutrality in the school

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	14	18,9%	12	24,0%	5,1 pp
2 – Disagree	22	29,7%	6	12,0%	-17,7 pp
3 – Neutral	20	27,0%	10	20,0%	-7,0 pp
4 – Agree	8	10,8%	7	14,0%	3,2 pp
5 – Strongly agree	10	13,5%	15	30,0%	16,5 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**18**	**24,3%**	**22**	**44,0%**	**19,7 pp**

Question 6: In our school we appreciate differences between students and staff from different cultural groups

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)

1 – Strongly disagree	1	1,4%	3	6,0%	4,6 pp
2 – Disagree	2	2,7%	2	4,0%	1,3 pp
3 – Neutral	19	25,7%	4	8,0%	-17,7 pp
4 – Agree	28	37,8%	14	28,0%	-9,8 pp
5 – Strongly agree	24	32,4%	27	54,0%	21,6 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**52**	**70,3%**	**41**	**82,0%**	**11,7 pp**

Question 7: In our school, we encourage students and staff to adopt a common set of values and adjust to these.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	4	5,3%	4	8,0%	2,7 pp
2 – Disagree	4	5,3%	0	0,0%	-5,3 pp
3 – Neutral	12	16,0%	5	10,0%	-6,0 pp
4 – Agree	37	49,3%	18	36,0%	-13,3 pp
5 – Strongly agree	18	24,0%	23	46,0%	22,0 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**55**	**73,3%**	**41**	**82,0%**	**8,7 pp**

Question 8: When hiring staff in our school, we ask about their position on inclusive education.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	11	14,7%	4	8,0%	-6,7 pp
2 – Disagree	13	17,3%	3	6,0%	-11,3 pp
3 – Neutral	21	28,0%	12	24,0%	-4,0 pp
4 – Agree	17	22,7%	17	34,0%	11,3 pp
5 – Strongly agree	13	17,3%	14	28,0%	10,7 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**30**	**40,0%**	**31**	**62,0%**	**22,0 pp**

Question 9: I can advocate for inclusion (resources, support, educational policy) to policymakers.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	3	4,0%	0	0,0%	-4,0 pp
2 – Disagree	7	9,3%	1	2,0%	-7,3 pp
3 – Neutral	24	32,0%	13	26,0%	-6,0 pp
4 – Agree	26	34,7%	20	40,0%	5,3 pp
5 – Strongly agree	15	20,0%	16	32,0%	12,0 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**41**	**54,7%**	**36**	**72,0%**	**17,3 pp**

Question 10: I understand concepts such as inclusion, diversity, equity, and equality.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	1	2,0%	2,0 pp
2 – Disagree	0	0,0%	0	0,0%	0,0 pp
3 – Neutral	1	1,3%	1	2,0%	0,7 pp
4 – Agree	37	49,3%	11	22,0%	-27,3 pp
5 – Strongly agree	37	49,3%	37	74,0%	24,7 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**74**	**98,7%**	**48**	**96,0%**	**-2,7 pp**

Question 11: I'm aware of my own identity, biases and privileges.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	1	2,0%	2,0 pp
2 – Disagree	0	0,0%	0	0,0%	0,0 pp
3 – Neutral	1	1,3%	2	4,0%	2,7 pp
4 – Agree	41	54,7%	15	30,0%	-24,7 pp
5 – Strongly agree	33	44,0%	32	64,0%	20,0 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**74**	**98,7%**	**47**	**94,0%**	**-4,7 pp**

Question 12: I feel confident as a school leader in dealing with all different domains of diversity (gender, ethnicity, socio-economic status, language, sexual identity, disabilities, and religion)

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	4	5,4%	2	4,0%	-1,4 pp
3 – Neutral	17	23,0%	6	12,0%	-11,0 pp
4 – Agree	31	41,9%	26	52,0%	10,1 pp
5 – Strongly agree	22	29,7%	16	32,0%	2,3 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**53**	**71,6%**	**42**	**84,0%**	**12,4 pp**

Question 13: I see that the school and classroom population are constantly changing; diversity cannot be seen as a static concept.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	1	1,3%	0	0,0%	-1,3 pp
3 – Neutral	9	12,0%	0	0,0%	-12,0 pp
4 – Agree	30	40,0%	16	32,0%	-8,0 pp
5 – Strongly agree	35	46,7%	34	68,0%	21,3 pp
Valid responses	**75**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**65**	**86,7%**	**50**	**100,0%**	**13,3 pp**

Question 14: I know how to collect data on the current situation of inclusion in my school

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	1	1,4%	0	0,0%	-1,4 pp
2 – Disagree	13	17,6%	2	4,0%	-13,6 pp
3 – Neutral	21	28,4%	10	20,0%	-8,4 pp
4 – Agree	36	48,6%	27	54,0%	5,4 pp
5 – Strongly agree	3	4,1%	11	22,0%	17,9 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**39**	**52,7%**	**38**	**76,0%**	**23,3 pp**

Question 15: Data is used to drive and make decisions in my school.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	3	4,1%	0	0,0%	-4,1 pp
2 – Disagree	12	16,2%	5	10,0%	-6,2 pp
3 – Neutral	30	40,5%	10	20,0%	-20,5 pp
4 – Agree	25	33,8%	23	46,0%	12,2 pp
5 – Strongly agree	4	5,4%	12	24,0%	18,6 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**29**	**39,2%**	**35**	**70,0%**	**30,8 pp**

Question 16: An implementation action plan for inclusion, based on data-driven decisions, has been developed.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	8	10,8%	3	6,0%	-4,8 pp
2 – Disagree	22	29,7%	15	30,0%	0,3 pp
3 – Neutral	28	37,8%	12	24,0%	-13,8 pp
4 – Agree	13	17,6%	14	28,0%	10,4 pp
5 – Strongly agree	3	4,1%	6	12,0%	7,9 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**16**	**21,6%**	**20**	**40,0%**	**18,4 pp**

Question 17: I can adequately support my team to diversify learning content and methods to address students' diverse needs and backgrounds.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	1	1,4%	0	0,0%	-1,4 pp
2 – Disagree	9	12,2%	2	4,0%	-8,2 pp
3 – Neutral	23	31,1%	7	14,0%	-17,1 pp
4 – Agree	36	48,6%	31	62,0%	13,4 pp
5 – Strongly agree	5	6,8%	10	20,0%	13,2 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	

Net agreement (4–5)	**41**	**55,4%**	**41**	**82,0%**	**26,6 pp**

Question 18: I can motivate my team to work on inclusive education.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	5	6,8%	2	4,0%	-2,8 pp
3 – Neutral	24	32,4%	6	12,0%	-20,4 pp
4 – Agree	41	55,4%	30	60,0%	4,6 pp
5 – Strongly agree	4	5,4%	12	24,0%	18,6 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**45**	**60,8%**	**42**	**84,0%**	**23,2 pp**

Question 19: I see how each staff member in my school has a responsibility to contribute to a school culture that welcomes diversity.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	6	8,2%	1	2,0%	-6,2 pp
3 – Neutral	11	15,1%	6	12,0%	-3,1 pp
4 – Agree	29	39,7%	19	38,0%	-1,7 pp
5 – Strongly agree	27	37,0%	24	48,0%	11,0 pp
Valid responses	**73**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**56**	**76,7%**	**43**	**86,0%**	**9,3 pp**

Question 20: On-going professional development opportunities are provided to the entire faculty to update and enhance instructional skills in working with diverse students.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	1	2,0%	2,0 pp
2 – Disagree	3	4,1%	1	2,0%	-2,1 pp
3 – Neutral	16	21,6%	7	14,0%	-7,6 pp
4 – Agree	32	43,2%	22	44,0%	0,8 pp
5 – Strongly agree	23	31,1%	19	38,0%	6,9 pp

Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**55**	**74,3%**	**41**	**82,0%**	**7,7 pp**

Question 21: I feel confident to address differences in the school (with students and/or team members) related to ethnicity, gender, language, class, special needs and other forms of diversity.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	4	5,4%	2	4,0%	-1,4 pp
3 – Neutral	17	23,0%	6	12,0%	-11,0 pp
4 – Agree	42	56,8%	31	62,0%	5,2 pp
5 – Strongly agree	11	14,9%	11	22,0%	7,1 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**53**	**71,6%**	**42**	**84,0%**	**12,4 pp**

Question 22: I know coping strategies that enable teachers to challenge non-inclusive attitudes and racism, sexism, classism and ableism.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	13	17,6%	1	2,0%	-15,6 pp
3 – Neutral	30	40,5%	15	30,0%	-10,5 pp
4 – Agree	30	40,5%	25	50,0%	9,5 pp
5 – Strongly agree	1	1,4%	9	18,0%	16,6 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**31**	**41,9%**	**34**	**68,0%**	**26,1 pp**

Question 23: I know how to react as a school leader to controversial issues in the school and to support my team to deal with these in the classroom.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	5	6,9%	0	0,0%	-6,9 pp
3 – Neutral	30	41,7%	14	28,0%	-13,7 pp
4 – Agree	28	38,9%	24	48,0%	9,1 pp

5 – Strongly agree	9	12,5%	12	24,0%	11,5 pp
Valid responses	**72**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**37**	**51,4%**	**36**	**72,0%**	**20,6 pp**

Question 24: There is a clear conflict resolution plan in the school where diversity related issues are addressed.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	5	6,8%	2	4,0%	-2,8 pp
2 – Disagree	19	26,0%	12	24,0%	-2,0 pp
3 – Neutral	30	41,1%	13	26,0%	-15,1 pp
4 – Agree	14	19,2%	13	26,0%	6,8 pp
5 – Strongly agree	5	6,8%	10	20,0%	13,2 pp
Valid responses	**73**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**19**	**26,0%**	**23**	**46,0%**	**20,0 pp**

Question 25: There is a clear anti-discrimination policy in the school that is known by all staff and students.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	4	5,4%	2	4,0%	-1,4 pp
2 – Disagree	19	25,7%	4	8,0%	-17,7 pp
3 – Neutral	22	29,7%	10	20,0%	-9,7 pp
4 – Agree	24	32,4%	19	38,0%	5,6 pp
5 – Strongly agree	5	6,8%	15	30,0%	23,2 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**29**	**39,2%**	**34**	**68,0%**	**28,8 pp**

Question 26: I feel confident about how to engage a diverse group of parents/the community surrounding my school.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	1	2,0%	2,0 pp
2 – Disagree	9	12,2%	5	10,0%	-2,2 pp
3 – Neutral	22	29,7%	9	18,0%	-11,7 pp

4 – Agree	34	45,9%	22	44,0%	-1,9 pp
5 – Strongly agree	9	12,2%	13	26,0%	13,8 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**43**	**58,1%**	**35**	**70,0%**	**11,9 pp**

Question 27: I know how to tap into the learning potential of parents and families for students in our school and use it as a resource for learning.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	1	2,0%	2,0 pp
2 – Disagree	14	19,2%	7	14,0%	-5,2 pp
3 – Neutral	30	41,1%	7	14,0%	-27,1 pp
4 – Agree	24	32,9%	24	48,0%	15,1 pp
5 – Strongly agree	5	6,8%	11	22,0%	15,2 pp
Valid responses	**73**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**29**	**39,7%**	**35**	**70,0%**	**30,3 pp**

Question 28: Working collaboratively with parents and families is an added value.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	1	2,8%	2,8 pp
2 – Disagree	0	0,0%	0	0,0%	0,0 pp
3 – Neutral	3	5,6%	1	2,8%	-2,8 pp
4 – Agree	27	50,0%	16	44,4%	-5,6 pp
5 – Strongly agree	24	44,4%	18	50,0%	5,6 pp
Valid responses	**54**	**100,0%**	**36**	**100,0%**	
Net agreement (4–5)	**51**	**94,4%**	**34**	**94,4%**	**0,0 pp**

Question 29: I know how to address diversity in the curriculum in my school.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	0	0,0%	0	0,0%	0,0 pp
2 – Disagree	1	2,1%	1	3,2%	1,1 pp

3 – Neutral	18	38,3%	3	9,7%	-28,6 pp
4 – Agree	28	59,6%	17	54,8%	-4,7 pp
5 – Strongly agree	0	0,0%	10	32,3%	32,3 pp
Valid responses	**47**	**100,0%**	**31**	**100,0%**	
Net agreement (4–5)	**28**	**59,6%**	**27**	**87,1%**	**27,5 pp**

Question 30: Teachers in my school have high expectations for all students

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	3	4,1%	3	6,0%	1,9 pp
2 – Disagree	17	23,0%	6	12,0%	-11,0 pp
3 – Neutral	23	31,1%	12	24,0%	-7,1 pp
4 – Agree	26	35,1%	18	36,0%	0,9 pp
5 – Strongly agree	5	6,8%	11	22,0%	15,2 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**31**	**41,9%**	**29**	**58,0%**	**16,1 pp**

Question 31: I can encourage teachers to use a diversity of learning approaches as a resource for teaching.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	1	1,4%	1	2,0%	0,6 pp
2 – Disagree	9	12,2%	3	6,0%	-6,2 pp
3 – Neutral	29	39,2%	10	20,0%	-19,2 pp
4 – Agree	30	40,5%	27	54,0%	13,5 pp
5 – Strongly agree	5	6,8%	9	18,0%	11,2 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**35**	**47,3%**	**36**	**72,0%**	**24,7 pp**

Question 32: I can support teachers to foster a safe and cohesive classroom community.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	1	1,4%	1	2,0%	0,6 pp

2 – Disagree	4	5,4%	1	2,0%	-3,4 pp
3 – Neutral	19	25,7%	9	18,0%	-7,7 pp
4 – Agree	38	51,4%	24	48,0%	-3,4 pp
5 – Strongly agree	12	16,2%	15	30,0%	13,8 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**50**	**67,6%**	**39**	**78,0%**	**10,4 pp**

Question 33: I can support teachers to foster a brave space in the classroom to discuss multiple perspectives.

Score / response	Pre n	Pre %	Post n	Post %	Δ (pp)
1 – Strongly disagree	1	1,4%	0	0,0%	-1,4 pp
2 – Disagree	4	5,4%	1	2,0%	-3,4 pp
3 – Neutral	20	27,0%	11	22,0%	-5,0 pp
4 – Agree	40	54,1%	21	42,0%	-12,1 pp
5 – Strongly agree	9	12,2%	17	34,0%	21,8 pp
Valid responses	**74**	**100,0%**	**50**	**100,0%**	
Net agreement (4–5)	**49**	**66,2%**	**38**	**76,0%**	**9,8 pp**

Overall, the pre–post comparison suggests positive development following the training. Across the 33 items, the average item score increased from 3.58 to 3.98 on a five-point scale. Mean scores increased on 32 of the 33 items, while average net agreement (“agree” or “strongly agree”) rose from approximately 58% to 76%. The largest increases in mean scores concerned participants’ perceived capacity to develop an inclusive school vision and culture, implement anti-discrimination policies, use data for decision-making, address diversity in the curriculum, and challenge non-inclusive attitudes. Substantial gains were also observed in supporting staff in inclusive practices and drawing on the learning potential of parents and families. Basic knowledge and self-awareness items showed smaller increases in mean scores, consistent with their already high baseline scores.

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