Impact of Elementary School Leadership on Student Achievement: A Gap Analysis
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Case Study Questions
1. What are the knowledge, motivation and organizational causes that impede elementary school leaders from applying SLP leadership skills in their leadership practices?
2. What leadership strategies are successfully utilized by school leaders to improve students’ learning?
3. What are the recommended solutions to close the knowledge, motivation and organizational gaps that impede elementary school leaders applying SLP leadership skills in their leadership practices?

Methods and Data Analysis
A mixed methods study:
1. Questionnaires – 120 Distributed, 82 Returned
2. Interviews – 6 School Leaders
3. Document Analysis

Significance & Findings: Validated Causes

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<thead>
<tr>
<th>KNOWLEDGE</th>
<th>Lack of conceptual knowledge on quantum and transformative projects/initiatives</th>
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<tbody>
<tr>
<td>MOTIVATION</td>
<td>Lack of self-efficacy in sustaining transformational projects</td>
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<tr>
<td>ORGANIZATION</td>
<td>Lack of mentoring and guidance from District Supervisors</td>
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<td>Lack of supports and guidance from Department of Schools on SLP projects</td>
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Recommended Solutions
- Revise current workshop instructional strategies
- Increase school leaders self-efficacy in sustaining projects
- Engage district supervisors as mentors and coaches
- Involve Department of School’s top management
- Increase utility value of SLP projects

Areas for Future Research
- Real Impact of SLP on Brunei Education
- Comparison study of leadership impact at Elementary and Secondary level.
- Leadership preparation programs for private school leaders

Key Literature
- Gap Analysis Framework (Clark & Estes, 2008)
- Socio-Cognitive Theory (Bandura, 2001)
- Taxonomy for Learning, Teaching & Assessing (Anderson, & Kratwohl, 2001)
- Transformational Leadership (Leithwood & Jantzi, 2000).
- School Leadership (Hallinger & Leithwood, 1994, Marzano, Waters and McNulty, 2005)

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