Table 1: Baseline survey questionnaire employed

Factor	Survey questions	Shorthand reference	Cause or Effect
Capacity to engage both in and with research evidence	1. Information from research plays an important role in informing my teaching practice	R-practice	*Effect*
	2. I have found information from research-useful in applying new approaches in the classroom	R-approaches	*Effect*
	3. This school has a formal process for evaluating programs or practices	Evaluation	Cause
School cultures that are attuned to evidence use (i.e. make research-use a cultural norm)	4. I do not support implementing a school-wide change without research to support it	R-support	*Effect*
	5. My school encourages me to use research findings to improve my practice	Encouragement	Cause
	6. Research and evidence is used to inform staff here about potential improvement	R-strategies	Cause

	strategies		
	7. People in this school are eager to share information about what does and doesn't work	Sharing	Cause
Schools promoting the use of research as part of an effective learning environment	8. This school frequently discusses underlying assumptions that might affect key decisions	Key assumptions	Cause
	9. Staff at my school use research and evidence to stimulate conversation/dialogue around an issue	R-conversation	Cause
	10. In this school, people value new ideas	New Ideas	Cause
	11. This school experiments with new ways of working	Experimentation	Cause
The existence of effective structures, system and resource to facilitate research-use and the sharing of best	12. In the last year, I have discussed relevant research findings with my colleagues	R-discussion	*Effect*
	13. This school has forums for sharing information among staff	Forums	Cause
	14. In this school time is	Training	Cause

practice.	made available for education/training activities for school staff		
Other factors associated with school culture, such as trust and the strength of interpersonal relationships	15. Even in difficult situations, staff in this school can depend on each other	Depend	Cause
	16. Staff in this school trust each other	Overall trust	Cause
	17. When senior in this school tell you something you can believe it	SL Trust	Cause
	18. When /middle leadership in this school tell you something you can believe it	ML trust	Cause
	19. When teachers in this school tell you something you can believe it	Teacher trust	Cause
	20. Staff in this school respect each other	Respect	Cause