

Demographic information of participants

School	Participants pseudo names	Gender	Age	Position	Qualification	Years of experience
A	PSA1 - Principal School A, Participant 1	Male	-	Principal	Ph.D.	18 years as principal
	DHSA2 – Department Head School A, Participant 2	Male	40 years	Departmental Head	B.Com. (Hons)	4 years as departmental head
B	PSB3 – Principal School B, Participant 3	Male	42 years	Principal	LL.B.	2 years as principal
	DHSB4 – Departmental Head School B, Participant 4	Female	39 years	Departmental Head	B. Ed.	5 years as departmental head
C	PSC5 – Principal school C, Participant 5	Male	55 years	Principal	Master's degree	21 years as principal
	DHSC6 – Departmental Head School C, Participant 6	Female	45 years	Departmental Head	B. Ed.	4 years as departmental head
D	PSD7 – Principal school D, Participant 7	Male	57 years	Principal	Diploma in Education	10 years as principal
	DHSD8 – Departmental Head School D, Participant 8	Female	47 years	Departmental Head	B. Sc. (Hons)	15 years as departmental head

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E	PSE9 – Principal school E, Participant 9	Male	55 years	Principal	B. A. (HOD)	5 years as principal
	DHSE10 – Departmental Head School E, Participant 10	Female	- years	Departmental Head	B. Ed.	2 years as departmental head
F	PSF11 – Principal school F, Participant 11	Male	48 years	Principal	B. Ed.	13 years as principal
	DHSF12 – Departmental Head School F, Participant 12	Female	56 years	Departmental Head	B. A.	5 years as departmental head