

## Succession Leadership Scale for Rotating School Principals: Development and Validation

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Principal succession gains heightened importance at times of shortage and frequent turnover of school principals around the world. Successful principal succession requires the incumbents to exert a unique set of leadership strategies and practices to ensure smooth transition and school improvement. This article presents a scale development study on succession leadership of school principals. We started with literature view and a small-scale interview study to identify 4 potential dimensions of succession leadership. The initial item pool was analyzed using exploratory factor analysis (EFA) with samples of 262 and 218 principals in China, resulting in a 14-item (4 factor) scale. Using a third sample of 246 principals, we verified the 4-factor model with confirmatory factor analysis (CFA). To establish convergent and discriminant evidence of the scale, an additional sample of 259 principals was recruited. The results suggest that succession leadership is a multidimensional construct and makes a unique contribution beyond instructional leadership and transformational leadership in predicting intended outcomes.

*Keywords: school principals, succession leadership, scale development*

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