

Appendix A

Evaluation Framework

Desired Outcomes	Indicators to show this is happening	Data gathering mechanism	Who
<p><i>Through participating in this creative leadership programme, participating care home managers will have increased knowledge, confidence and Skills to:</i></p>			
<p>1. Implement creative strategies and approaches to person-centred care within their care home environment</p>	<p>Increased (or strengthened) understanding of what creative thinking means (or can be)</p> <p>Increased confidence in ability to respond creatively, or react and devise creative approaches in response to person centred care</p>	<p>Baseline and distance travelled data collected via questionnaires</p> <p>Visits and recorded face to face structured conversations (not transcribed)</p> <p>Observations and feedback</p>	<p>Evaluator Artists Care Home Managers</p>
<p>2. Practice an open and reflective leadership style</p>	<p>Improved understanding of what contributes to an 'open and reflective leadership' approach</p> <p>Confidence through development of new skills to consciously practice open and reflective leadership</p>	<p>Baseline and distance travelled data collected via questionnaires</p> <p>Visits and recorded face to face structured conversations (not transcribed)</p> <p>Observations and feedback</p>	<p>Evaluator Artists Care Home Managers</p>

3. Share learning with colleagues within their care home and with other care home managers	<p>Willingness to create opportunity to share learning with staff, demonstrated by a shift in working practice</p> <p>Confidence to share learning with other care managers through feeling empowered by strengthened knowledge and skills</p>	<p>Baseline and distance travelled data collected via questionnaires</p> <p>Visits and recorded face to face structured conversations (not transcribed)</p> <p>Observations and feedback</p>	<p>Evaluator Artists Care Home Managers</p>
4. Articulate the impact and value of creative approaches to care home leadership	<p>Feel comfortable being able to discuss (and advocate for) the impact and value of creative approaches to leadership, supported by increased knowledge from hands-on learning</p>	<p>Baseline and distance travelled data collected via questionnaires</p> <p>Visits and recorded face to face structured conversations (not transcribed)</p> <p>Observations and feedback</p>	<p>Evaluator Artists Care Home Managers</p>