



# 國民中、小學分布式領導層面之 建構與驗證

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## 摘要

分布式領導是當前教育領導的熱門議題，並已被許多國家採用做為教育改革的策略。本研究目的在於修訂分布式領導量表，並驗證因素結構及信、效度。透過分層隨機抽樣，本研究分別抽取預試樣本176人，正式樣本976人。經過專家效度、預試及正式施測等階段，修訂後之量表分為校長專業自信與謙遜、建構明確的績效責任、提升成員的領導能量、建立信任的學校文化及營造適當的變革時機五大構面，共計26題。經過競爭模式的比較，以二階因素模式進行驗證性因素分析，結果顯示，本量表具有良好的信度、效度、模式適配度和複核效度。未來可運用本量表進行分布式領導研究，獲得更多分布式領導效果的實證證據，並可提供學校領導者自我檢核及自我改進之參照，提升學校領導之效能。

**關鍵詞：**分布式領導、複核效度、驗證性因素分析

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## **Distributed Leadership of Elementary and Junior Schools in Taiwan: Dimensions and Validation**

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### **Abstract**

Distributed leadership is a cutting edge issue in educational leadership, has been adopted by many countries as the strategy of educational reform. The purposes of the study are to revise the Distributed Leadership Scale and test its reliability and validity. Through stratified random sampling, there are 176 pretest samples and 976 formal samples. After expert validity, pretesting, and formal testing, revised Distributed Leadership Scale is divided into five dimensions: principals' self-confidence and modesty, clarity of structure and accountability, investment in staff's leadership capacity, construction of a school culture of trust, and construction of a proper turning point, for

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a total of 26 items. By comparison of competing models, the study adopted second-order model for confirmatory factor analysis. Results indicated that Distributed Leadership Scale has good reliability, construct validity, model fit, and cross-validation. In the future, distributed leadership research can be conducted according to this scale and obtains more empirical proofs of effectiveness of distributed leadership. Distributed leadership Scale can serve as reference for school leaders' self-examination and improvement in daily practices, and enhance the effectiveness of school leadership.

**Key words:** distributed leadership, cross-validation, confirmatory factor analysis