**Grade explanation of Jungah Sohn’s master thesis entitled “Team Innovativeness in Nordic Schools: Do Distributed, Instructional Leadership and Teacher Professional Collaboration Matter?”**

In the thesis, Jungah provides empirical evidence to support a hypothesised relationship within and between distributed leadership, instructional leadership, teacher professional collaboration and team Innovativeness among lower secondary school teachers in four Nordic countries. The topic is well-articulated in the thesis, and it is of interest to an international audience in the field. The introduction is concise and draws on relevant literature to expose the knowledge gap which the thesis intends to fill. The conceptual framework draws on previous studies to give brief definitions of relevant constructs in the thesis as well as the hypothesised relationships between the research constructs. However, a clear theory is missing. This may weaken the development of ideas, clarity of analysis, and sound interpretation of the results. It would be more interesting to see in this section an overarching theory upon which the conceptualisations of the research constructs are based and the rationale for investigating the relationships between them. This can be done without forcing all the tenets of the theory on the generated data as it is usually practised in research using the conceptual framework in contrast with the theoretical framework.

The methodology section is well articulated with basic descriptions of the research sample, measuring instruments, and the procedures of data collection and analysis. I will be willing to seek some clarifications from Jungah during the oral exam about the social desirability bias, validity, and reliability of the research instruments. These clarifications do not have a substantial effect on the quality of the thesis. The results are well presented, interpreted, and discussed. I have only noticed some deviations from the APA 7th edition guidelines on reporting statistics. In sum, I found the thesis and the reported research therein interesting and worthy of oral examination with a pre-oral examination of B grade. I look forward to Jungah’s presentation and wish her success in her further research endeavours.