Pupil and School Support

Top tips for communicating change and getting all staff, including SLT on board: who needs to be consulted, when and how?

Ali Ayres

Aims

- To examine obstacles to implementing change.
- To explore how to make a case for change.

Change Management

There is absolutely no shame in stealing someone else's good idea if it is of benefit to the school and its pupils.

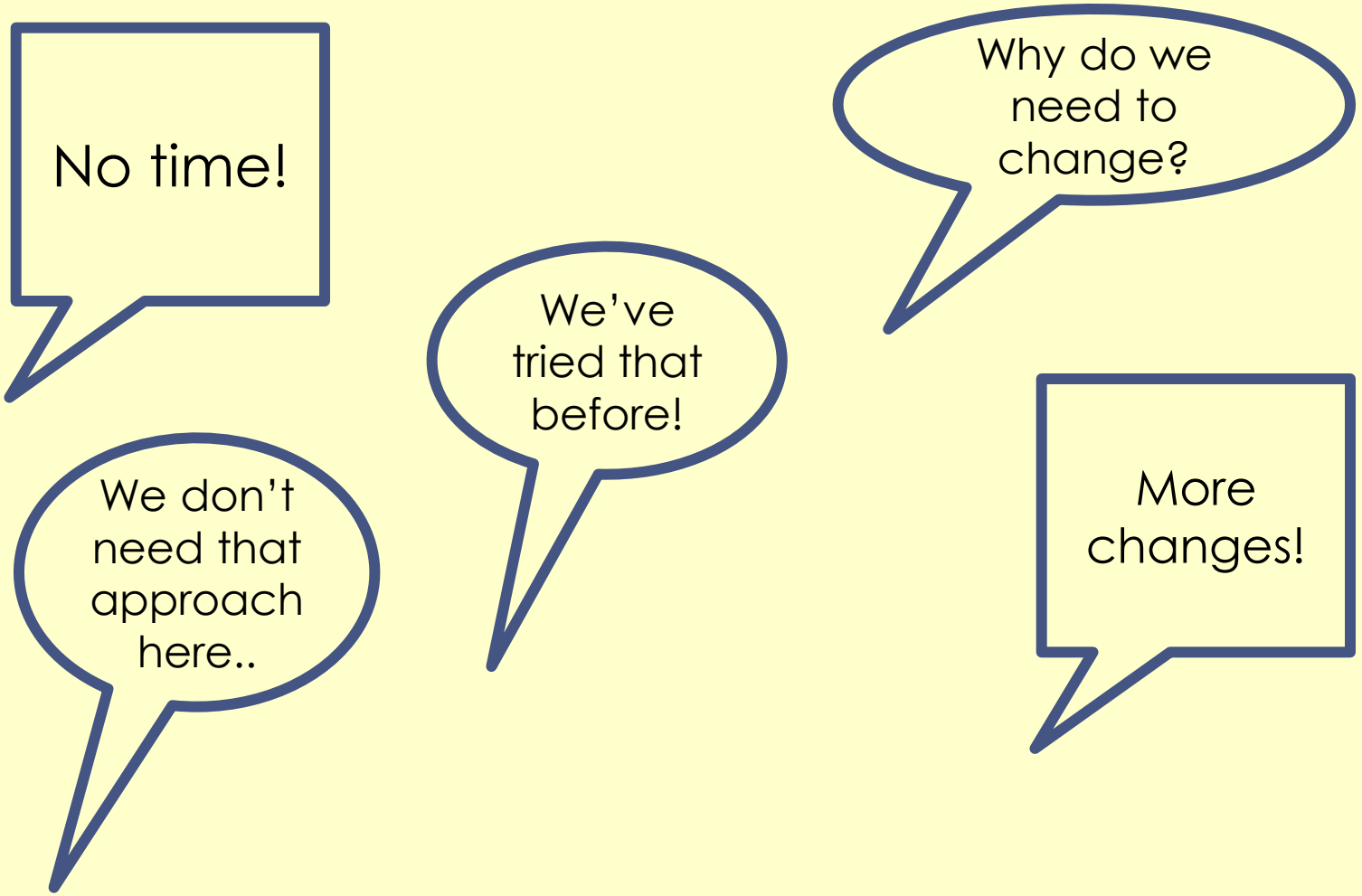
http://my.optimus-education.com/managing-change-schools-tips-headteacher

Change Management

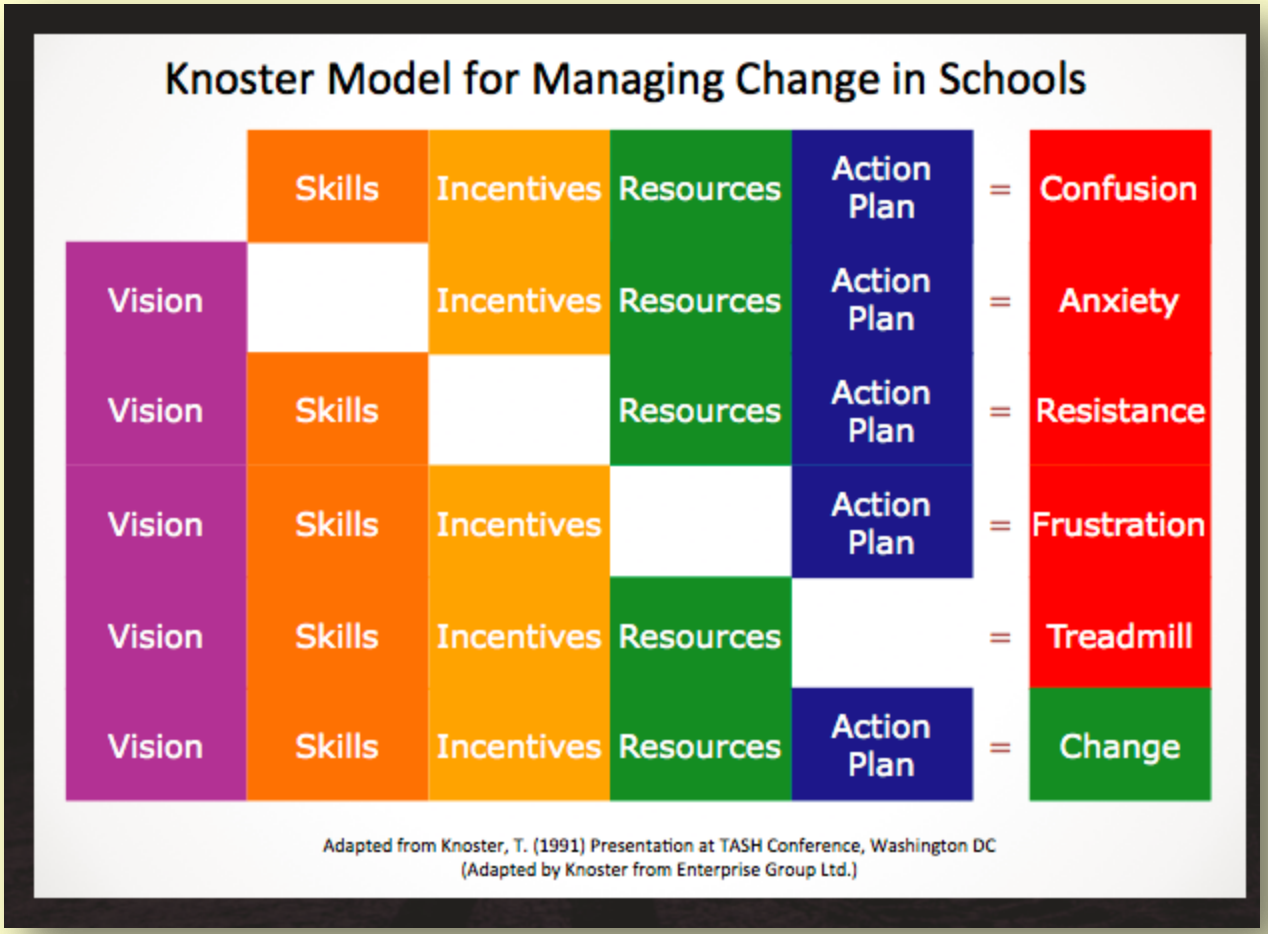
Energy formula for change!

$$C = (a \times b \times d) > x,$$

Responses to Change



A model for change.



- Think of a time when you were involved in implementing change?
- When have you seen all conditions line up?

Vital additions to the change model

Buy In

First Steps

Plan for Evaluation

Barriers to change

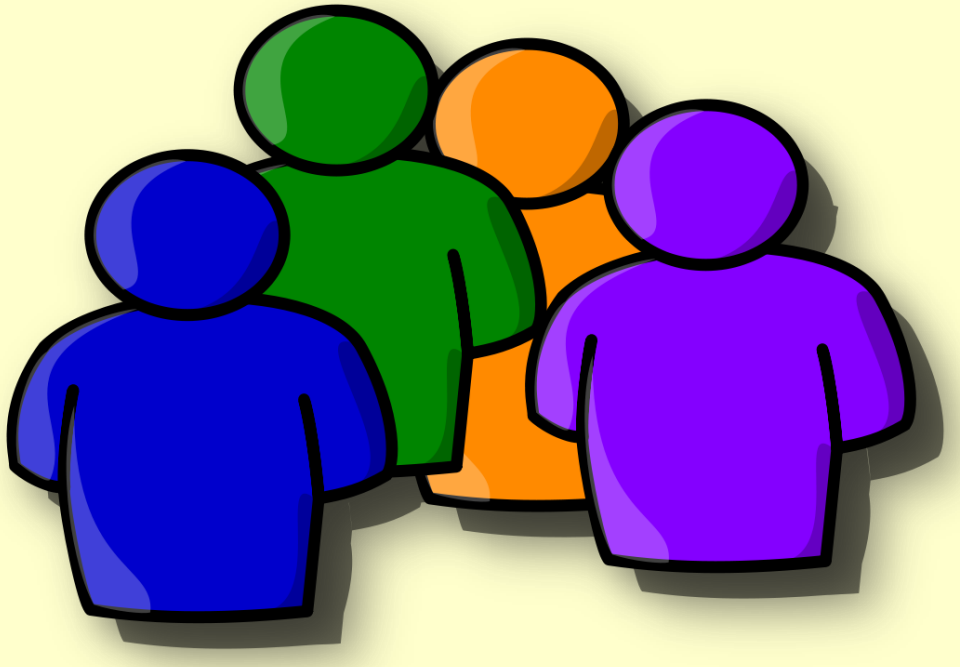
Vision

An informed vision

- Deepen your understanding of the research
- Develop a powerful narrative for change

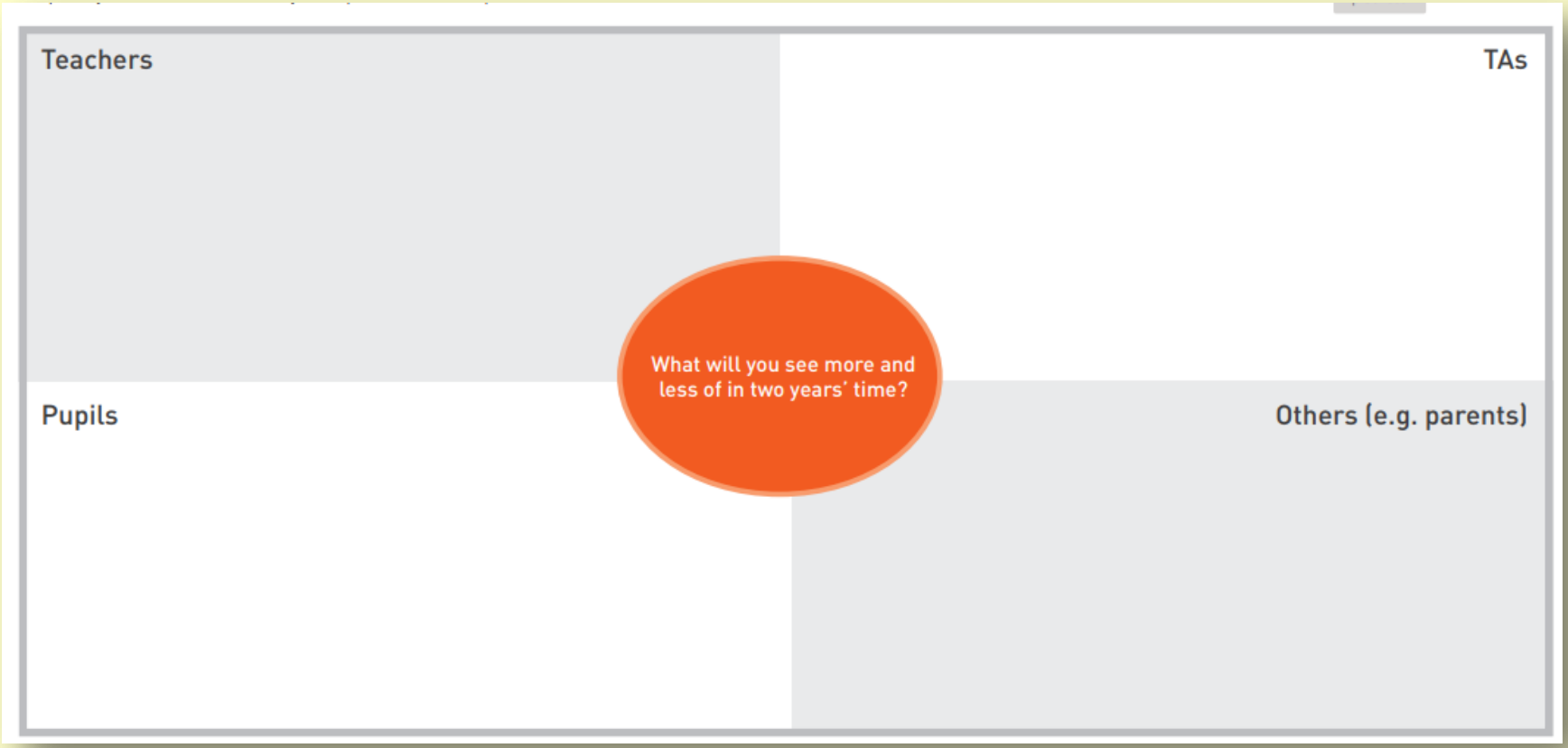
What works? The research

Development team



Share the vision..

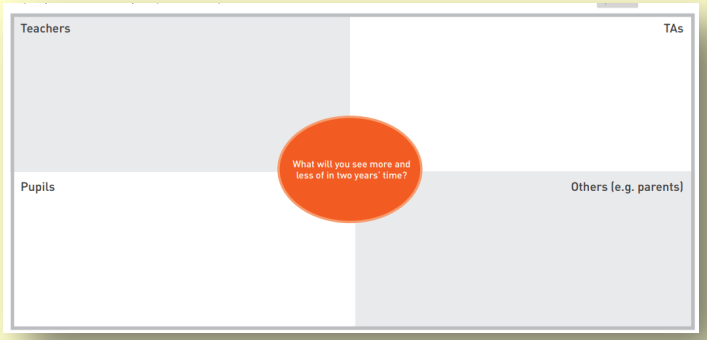
Vision Setting



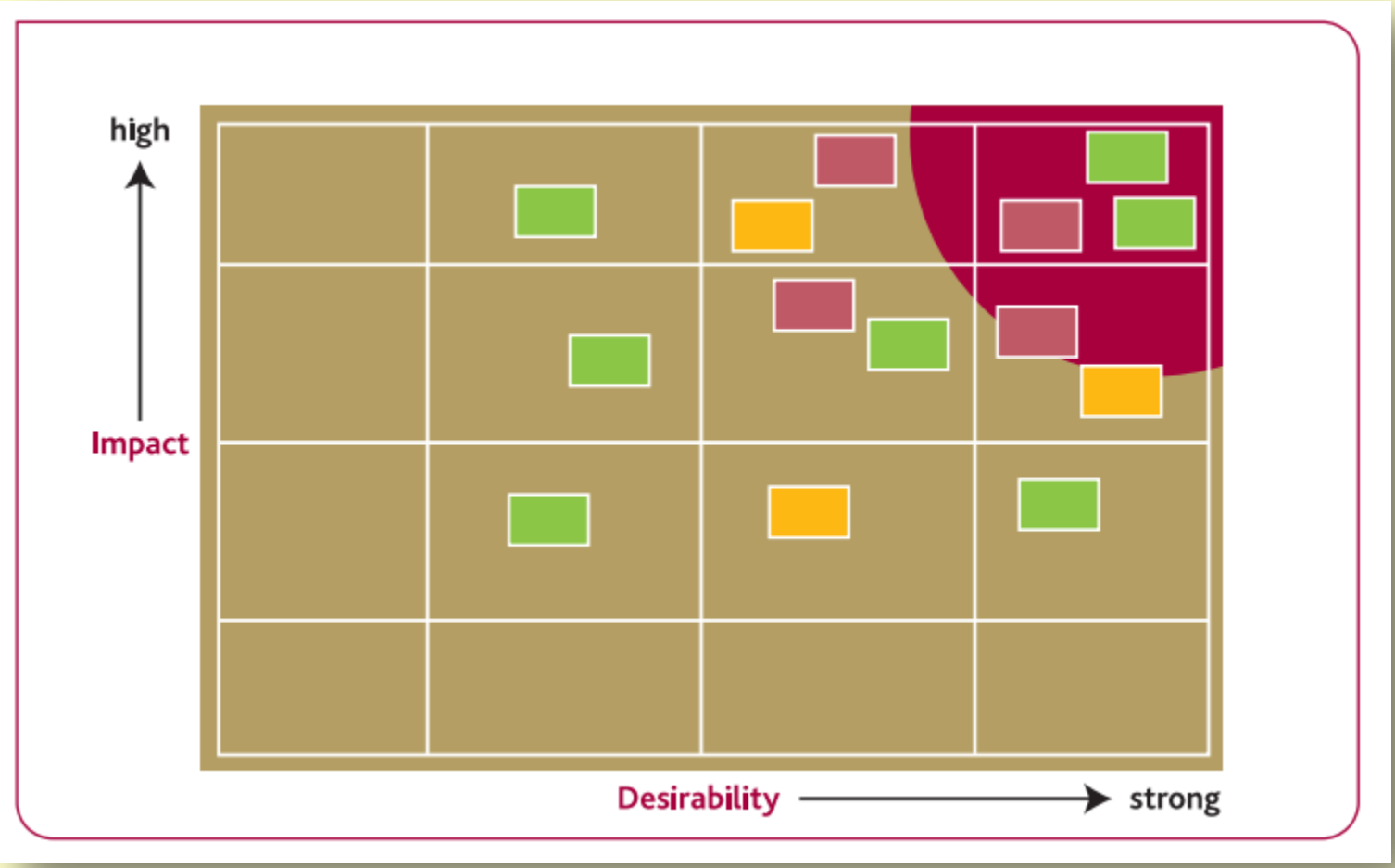
https://educationendowmentfoundation.org.uk/public/files/Publications/Campaigns/TA_Supplementary_Visioning_Exercise.pdf

Vision Setting

- To examine ideas one by one and either expand, combine or eliminate some
- To cluster ideas if colleagues say the same thing
- If the ideas need prioritising, invite the participants to vote



Change teams



The TDA change management process

Issue: Improving behaviour during lunch break: secondary school

Possible options

- recruit and train additional staff to supervise
- segregate classes
- segregate year groups
- shorten lunch hour
- stagger lunch hour
- abandon lunch hour and have mini breaks
- allow pupils out of school
- lunch passes, allowing pupils home
- shut school at lunch hour and keep pupils out
- provide lunch time clubs

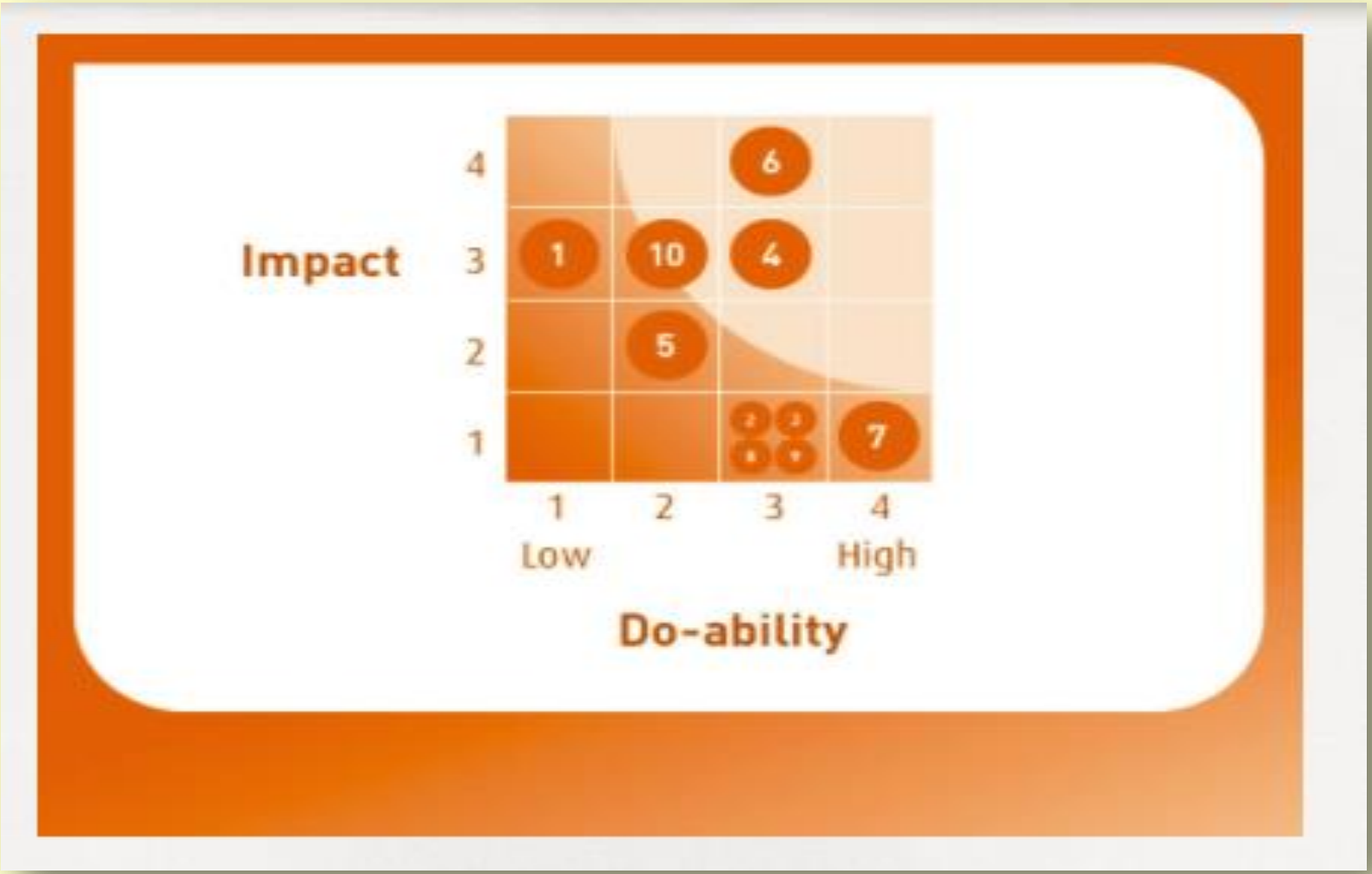
Ref: https://www.nationalcollege.org.uk

Prioritisation matrix

#	Option	Do-ability score 1–4	Impact score 1–4
1	Recruit and train additional staff	1	3
2	Segregate classes	3	1
3	Segregate year	3	1
4	Shorten lunch break	3	3
5	Stagger lunch break	2	2
6	Abandon lunch break	3	4
7	Allow pupils out of school	4	1
8	Allow pupils home with permission from parents	3	1
9	Close school at lunch	3	1
10	Provide lunchtime clubs	2	3

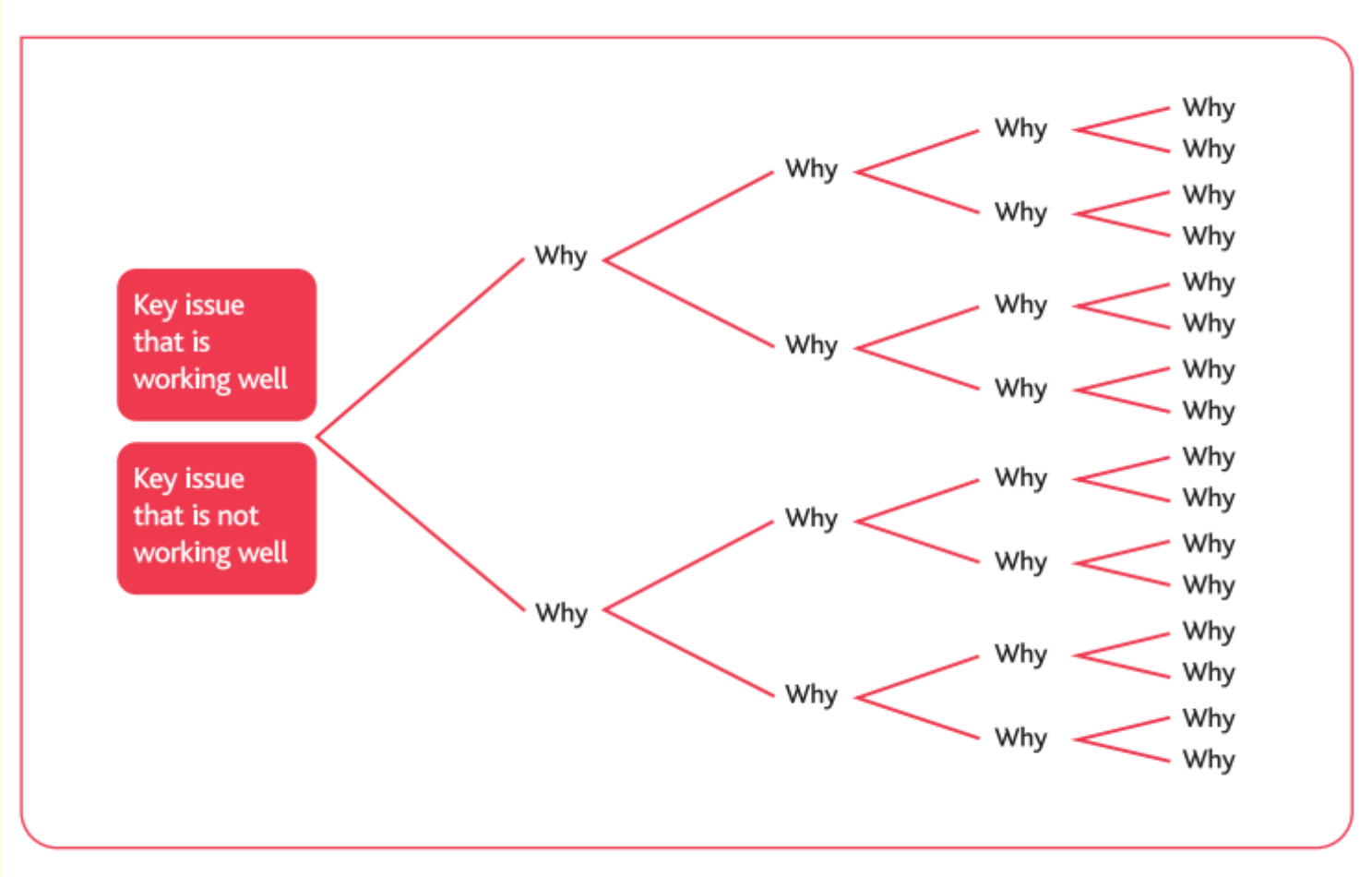
Ref: https://www.nationalcollege.org.uk

Prioritisation matrix



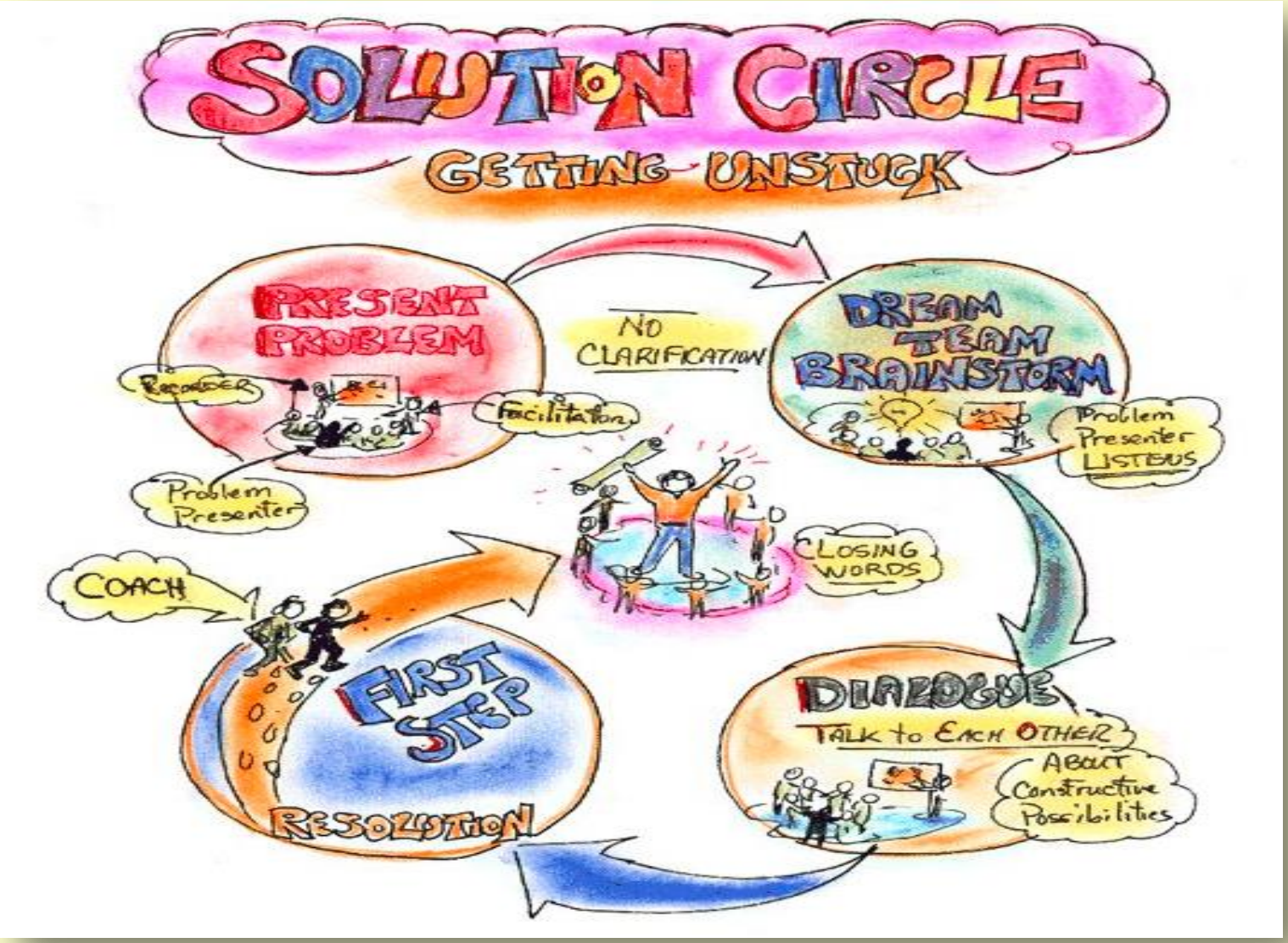
Ref: https://www.nationalcollege.org.uk

Five Whys



The TDA change management process

Solution Circle



http://www.inclusion.com/ttsolutioncircle.html

Make the case for change……..

Support understanding of the need for change..

All Aboard

Skills

Incentives

Resources

Possible sources of additional funding

The Big Lottery Fund

The Big Lottery Fund's Reaching Communities programme funds projects costing between £10,000 and £100,000.

Reaching Communities England, Big Lottery Fund (see 'What are we looking for?')
https://www.biglotteryfund.org.uk/global-content/programmes/england/reaching-communities-england

Variety

Variety, a children's charity, has equipment grants that are available to organisations as well as individuals

https://www.variety.org.uk/what-we-do/equipment-grants

Action Plan

Aims Achieved?

- To examine obstacles to implementing change.
- To explore how to make a case for change.

Thank you for listening

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