

Section A: Managing Transformational Change

Unit 2: Promoting and sustaining change

Overview

In pursuing the objectives of Assessment is for Learning, A Curriculum for Excellence and Determined to Succeed, we need to stimulate a capacity for professional change and sustain the processes that will achieve it. Isolated courses and ‘cascade’ approaches have not been successful in the past so this unit provides school managers and practitioners with some research-based insights into what is likely to work as well as what could stifle school-based developments.

Pre-reading

The discussion paper, “Making a Difference in Your School: some perspectives from the research on curriculum change” provides an overview of the issues involved in adopting an initiative and embedding it in classroom practice. The paper includes a number of questions for reflection and discussion which can be used in conjunction with the presentation materials.

Session 1 Rationale for change

The aim of this session is to explore the usefulness of the principles of participation, dialogue, engagement and thinking in providing a foundation on which transformational change can occur.

Activity 1: Engaging with change

Session 2 Successful change

This session encourages teachers to examine their own circumstances in order to identify what is likely to hinder and to help them in establishing an initiative. In doing so, it presents successful change not as a managed process, but as organic growth that emerges from and through the engagement of the people involved.

Activity 2: Meeting the challenge