

Strategic Planning and Quality Assurance

The goal

To improve student outcomes, most schools focus on improving the level at which students learn. But to truly usher in impactful change, we must transform behaviors – both learning behaviors of students and teaching behaviors of staff.

How do you update behaviors?

There are four main steps to ensuring your proposed implementations align with behavioral change.

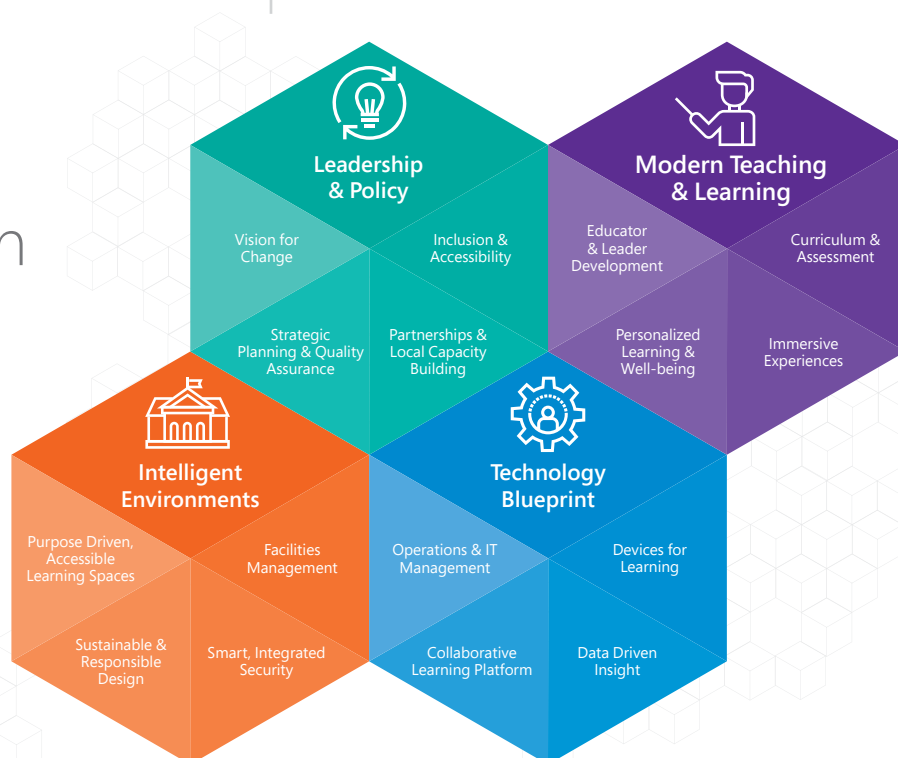
1. Craft a rationale for change that illustrates how specific changes to learning and teaching will increase learning outcomes¹
2. Map out how your system and school leaders will role-model new behaviors and practices²
3. Strengthen the capacity of your leaders and teachers so they can make the required changes
4. Introduce evaluation and accountability mechanisms that continually reinforce behavioral change.³

Effective monitoring of impact

Education leaders at all levels can benefit from applying the planning, monitoring and evaluation cycle and outcomes-based planning and evaluation to education transformation initiatives. Monitoring and evaluation can help educational transformation programs define and measure quality indicators and measures of the education transformation process, gauge progress toward desired educational outcomes, increase stakeholder participation, and empower school leaders and teachers to build and sustain transformation in schools.

As each educational system is unique, evaluators should be prepared to vary their evaluation approach based on program purpose and context. Technology is playing an increasingly important role in increasing data access, as well as a tool for school leaders and teachers to inform instruction and improve student outcomes in education transformation initiatives.

Education Transformation Framework



Guiding questions

What current practices and approaches work? What don't?

What is our vision for an innovative learning environment?

Which learning outcomes and curriculum requirements need to be developed to achieve this vision?

How do our staff and teachers currently behave? What works? What doesn't?

What impact will the vision have on learning outcomes?

On teacher requirements and expectations? Funding, costs and parents?

Which indicators should we monitor to ensure effective change?

How can we track impact of change strategies both short and long term?

How can technology help change behaviors?

Once your vision is in place, technology is a great way to support students, staff and teachers. You can provide new learning capabilities, upgrade professional development and enhance communication.

- Microsoft Office 365 for Education and supports collaboration between teachers and students in schools
- PowerBI can be used to create dashboards to visualize and monitor key indicators over time, to assess impact.
- Predictive analytics applied to data across the education system can help to identify trends and issues ahead of time.

Resources

Whitepaper: Enabling Transformation with Strategic Planning, Organizational Capacity and Sustainability

Written by Ben Jensen, the CEO of Australian education consultancy firm Learning First, this paper proposes behavioral change, alignment and implementation strategies.

The complete version is available at aka.ms/leaders

To learn more or request information in your region, visit aka.ms/leaders

References

1. Barber, M., Moffit, A. and Kihn, P. (2011) Deliverology 101: a field guide for educational leaders, Corwin Press.
2. Fullan, 2011 'Choosing the wrong drivers for whole system reform', Seminar Series Paper No. 204, Centre for Strategic Education, May 2011.
3. Lawson, E. and Price, C. (2003) The psychology of change management, McKinsey Quarterly.