

The Rise Cycle

This is a traditional school self review and development model that focuses on gathering the evidence that is available to the school to enable staff to make informed decisions about priorities for development according to the agreed vision of the school.

Consider the Vision

- Use the score cards to help you focus on areas of interest and discuss if the practice described is desirable or appropriate for your school and if so. What is your school doing well and what would you like to see more of ?

Use the scorecards to find areas to work on or explore further.

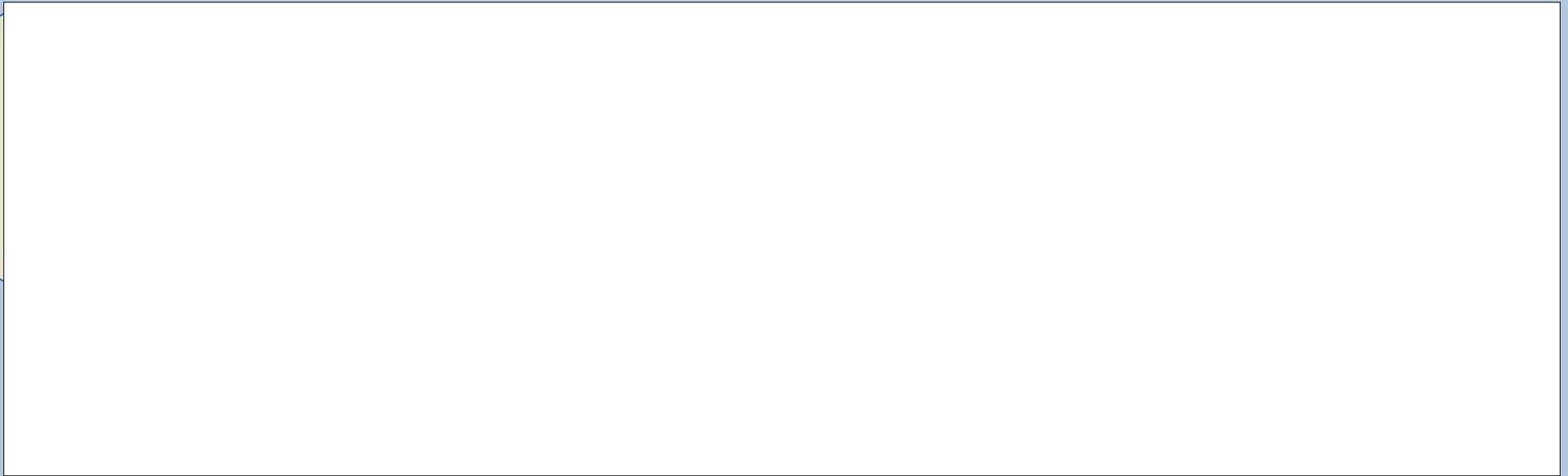
Share your ideas, explore differences in constructive ways that acknowledge shared purpose and begin to build a common vision.

Putting it bluntly What do you do well ? What could you do better? What needs to be done better and why?

Choose your focus

From your discussions, consider which areas are ripe for development. That means the practice that will provide benefits and appears to be something that could be changed relatively easily. Alternatively, you may conclude that the changes that are most needed are not that simple but are nevertheless what must be grappled with.

***Putting it bluntly** What really needs to change? Who will benefit from the change?*

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Research Your Practice

Find out what is happening at present and what those involved think is happening and why. Sometimes a systemic investigation of an area of practice leads to a rethink of what exactly is happening leading to new practice that was very different from what was originally envisaged.

For example asking children about their experiences of playground time or behaviour policies.

Examine the data you have and consider what other schools are doing or have done. Share observations of practice and question & actively listen to the children and adults involved.

*Putting it bluntly: What do children and adults know about this? Do they have any **suggestions and ideas**?*

How do other schools do this and what are the benefits?

Take Stock

Resist the temptation to jump to conclusions from the research of your area of practice. Discuss your findings and consider alternative interpretations. Agree a summary of findings and use this to guide further action.

A Community of Practice(see methods), Whole School Meeting or focus group of stakeholders can help in the process. This will depend on how significant the changes are and who may be involved.

Putting it bluntly: *What do you know now that you did not know before? How is that important?*

Identify Targets and Prioritise Action

What changes need to be made? How will you be able to demonstrate that the change has been implemented ? How will you be able to show the impact the changes? What can be measured or monitored during the process of change?

See the 'Enquiring Innovators Method' for useful techniques of exploring the focus of targets and actions.

Putting it bluntly *What can we do about this? How can we show that changing practice will improve things or not?*

Implement Changes

Your plan needs to be agreed and understood by those involved so that they can see the benefit of the change. Some children or adults may need to be supported in developing new understandings and skills. How will that be done? Are new or different resources needed? How will these be secured and managed? How will new practices fit into the current school or class organisation? How will the change be monitored ? By who and how often?

Putting it bluntly *Do we have a plan? Is everyone ready to make the changes?*

Evaluate Outcomes

When will the change be formally evaluated based on the monitoring undertaken. Who will be involved? How will these findings be presented for discussion?


When you have completed your evaluation record what has been learnt?

Putting it bluntly. What do you know now that you did not know before? How is that important?

(re) Consider the Vision

How has your vision changed in the light of this development?

Putting it bluntly *What have we learned and how does that fit with what we want to achieve?*

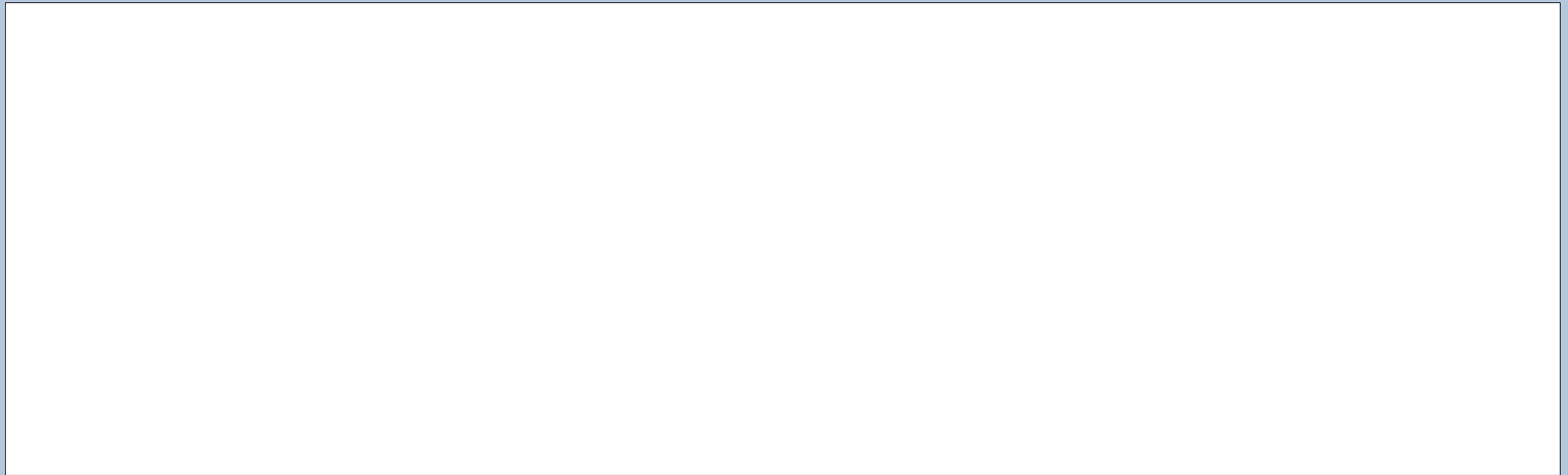
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Seek a commentary

from a critical friend on what you have done and achieved and how you have done it.

Who have you chosen for this role and why. Include their comments in the box as well.

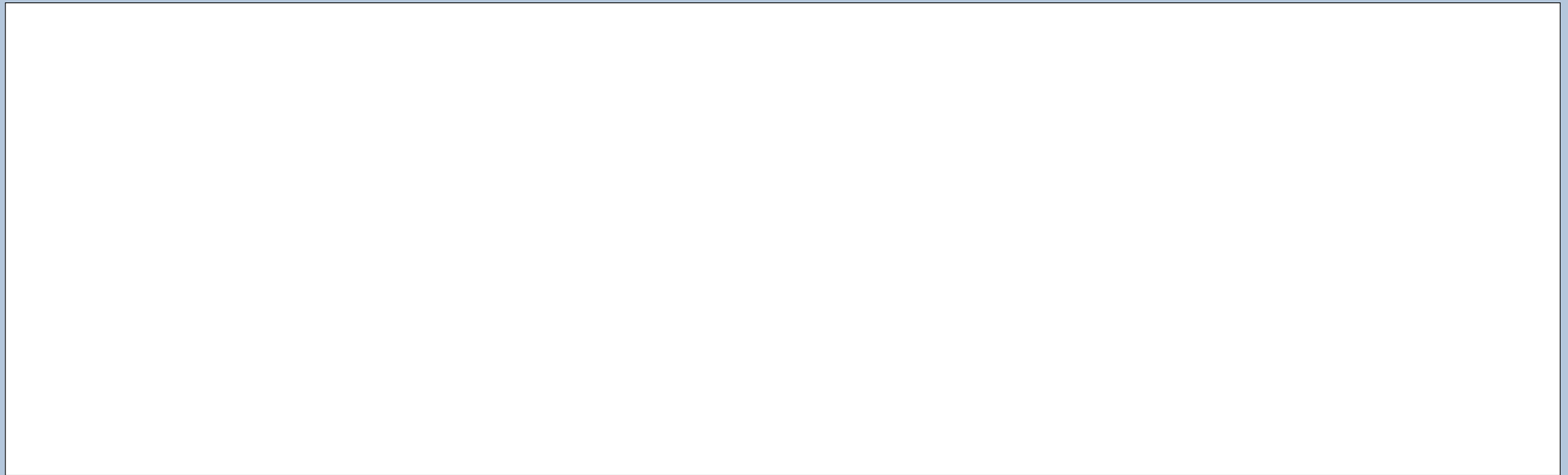
Putting it bluntly : What does the critical friend think has been achieved, how sustainable this is and how this could be built upon?

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(re) Consider the Vision

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How helpful was the commentary?

Be a critical friend to your critical friend and provide some helpful comments on the feedback that you have been offered.

Putting it bluntly : What part of the commentary has been helpful and what has made you think again about the issues you were dealing with. How could the commentary be further improved within the constraints that you all are working with?

School and Contact Details: (name, role and email)

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