

## Overview

The tool is designed to be progressive. By the end of 2019, it is expected that all schools should be fully operating within the 'developing' sections for all characteristics. This is the timescale identified as 'Creating the Climate'. Due to the nature of the system, and the work of the pioneer network, as well as some early adopters, some schools may well operate within the 'enabling' section for some of the characteristics. As the reform process gathers pace, the move to the 'enabling' and 'enhancing' sections, will become easier for all schools.

## What is it?

A tool to support schools in their preparation for the new curriculum

A tool to provide next steps in the change process

A tool which has been future-proofed as much as possible in the current fast moving climate of change

A tool which incorporates key elements of the reform process

A tool to allow schools to undertake an honest reflection of their current position with regards to the key components needed to manage the change

A tool to allow schools to continually evaluate their progress at time intervals throughout the reform process

A tool which allows professional dialogue to take place, with key stakeholders involved in the management of change

A tool which will allow regional consortia to identify school needs and to incorporate these needs into the professional learning offer

A tool for schools to discuss with regional partners, network schools and colleagues their needs

## What it is not?

A tool for accountability

A tool with an end point; the process of change is iterative, fast moving and will need continually updating

A tool which gives specific actions; examples of these are provided in an additional support document

## Using the tool

The tool has been built around the key characteristics to improve learning and teaching, which in turn will improve standards. Each of these characteristics has been broken down into 4 progressive statements which can be revisited throughout the reform process in line with the timeline outlined in Education in Wales: Our National Mission.

As a school, we suggest you will need to discuss each of these statements, and agree which best describes your organisation at the point of reflection. The tool will map this for you, giving you a picture for each of the separate characteristics, as well as an overall picture for all characteristics combined. This will allow you to identify your strengths and areas for improvement. You will also be able to consider what you need to do and what support you need.

The completed tool will need to be returned to the regional consortia so that the regional positioning of schools can be ascertained, in order to inform the support that can be put in place both at a regional and individual level. It will also serve to inform the Welsh Government of regional readiness and account for value for money linked to the grant funding for the reform process.

A timeline for continued completion during the reform process has been mapped out below. This is subject to change due to the ever-changing climate that education operates within.

## Creating the Climate



2017-2019

## Enabling and Engaging the Organisation



2019-2021

## Implementing and Sustaining Change



2021-2026