

DEVELOPMENT OF A SCHOOL IMPROVEMENT KIT

It follows from Figure 1 that
THE REFORM OF EDUCATION REQUIRES SIMULTANEOUS INTERVENTION AT MANY POINTS
(otherwise the effects of any one action will be negated by the reactions of the rest of the system)

In other words, it requires
SYSTEMS INTERVENTION

Systems intervention, based on an understanding of the workings of the system, is to be sharply distinguished from the, all too prevalent, introduction, on a system-wide basis, of: untried changes grounded in an inadequate understanding of the problem and without suitable arrangements for evaluation and improvement.

KEY POINTS AT WHICH DIAGRAM 1 SHOWS INTERVENTION IS NECESSARY INCLUDE:

- FAMILIARISING TEACHERS WITH THE RESULTS OF RESEARCH ON THE NATURE, DEVELOPMENT, AND ASSESSMENT OF COMPETENCE.
- APPLYING FINDINGS ON THE NATURE OF DEVELOPMENTAL ENVIRONMENTS.
- DEVELOPING APPROPRIATE ASSESSMENT TOOLS
- CREATING A CLIMATE OF INNOVATION WITHIN THE EDUCATIONAL SYSTEM
- DEVELOPING A NEW INTERFACE BETWEEN SCHOOLS AND SOCIETY

**TO FACILITATE SUCH DEVELOPMENTS, WORK IS IN HAND TO PRODUCE A
SCHOOL IMPROVEMENT KIT**

This will comprise:

- A copy of *Managing Education for Effective Schooling*. This summarises the results of work on the nature, development, and assessment of competence.
- An *extended version of Grid 1* for use by teachers in identifying pupils' motives and competencies both as an aid to thinking about how to harness those motives to create individualised developmental programmes and as a basis for recording the high level talents pupils possess.
- A *Classroom Climate Questionnaire* designed to help teachers to take stock of the extent to which they have been able to create in their classrooms a climate which facilitates the development of multiple talents, decide how to improve it, and monitor the effects of their actions.
- A *School Climate Questionnaire* designed to help Directors of Education (Superintendents), Head Teachers, and school staff take stock of the extent to which the school district has been able to create a climate of enthusiasm and innovation which effectively harnesses, recognises, and rewards the motives and talents of all members of staff.
- A **Manual** or Guide to the use of these tools.

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