

## 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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