

Changes

Turn and Face the Strain

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Change (n)

Synonyms

variation

deviation

alteration

modification

development

advance

mutation

modulation

innovation

evolution

revolution

revision

diversification

distortion

uncertainty

Antonyms

stagnation

sameness

similarity

uniformity

agreement

monotony

repetition

predictability

familiarity

“Nothing is so painful to the human mind as a great and sudden change.” —

[Mary Shelley, *Frankenstein*](#)

- How does change make you feel? How do you deal with that (do you deal with it?)
- How does change make your teachers/staff feel? How do you deal with **that** (or do you)?

Synonyms

adaptation

Revamp

evolve

Reorganize

Adjust

Transform

Convert

Improve

new

re-think

re-design

develop

transition.

modify

different.

CHANGE

Feelings

Scary

Tired!

freedom

confidence

exciting

development

Reluctant

insecure

different

uneasy

Energised

hopeful

hesitant

Dread

Intrigued

ambitious

fear

new chance

Inspired

why?

a chance to learn

Think of a change, any change...

- INSTIGATED BY YOU
- YOU AGREED WITH
- PLANNED
- YOU ARE GLAD ABOUT
- YOU GAVE TRAINING/SUPPORT
- WAS EASY

INSTIGATED BY SOMEONE ELSE
YOU DIDN'T AGREE WITH
SPONTANEOUS/SUDDEN
YOU REGRET
YOU RECEIVED
TRAINING/SUPPORT
WAS STRESSFUL

How did you feel in each case?

NEW STUDENTS APRIL 2014



The White Wall



Conversation Classroom



Project Room



iPads and Apple TV



Key Identified Changes

- Using iPads
- Using Apple TVs
- Using huge white walls
- Using a conversation room
- Using a meeting room
- Changing classrooms everyday
- Change of staffroom
- New furnishings (chairs, pinboards, tables...)
- Change of office
- Change of student lounge
- Upgrade of wifi system
- Introduction of 'hot-desking'

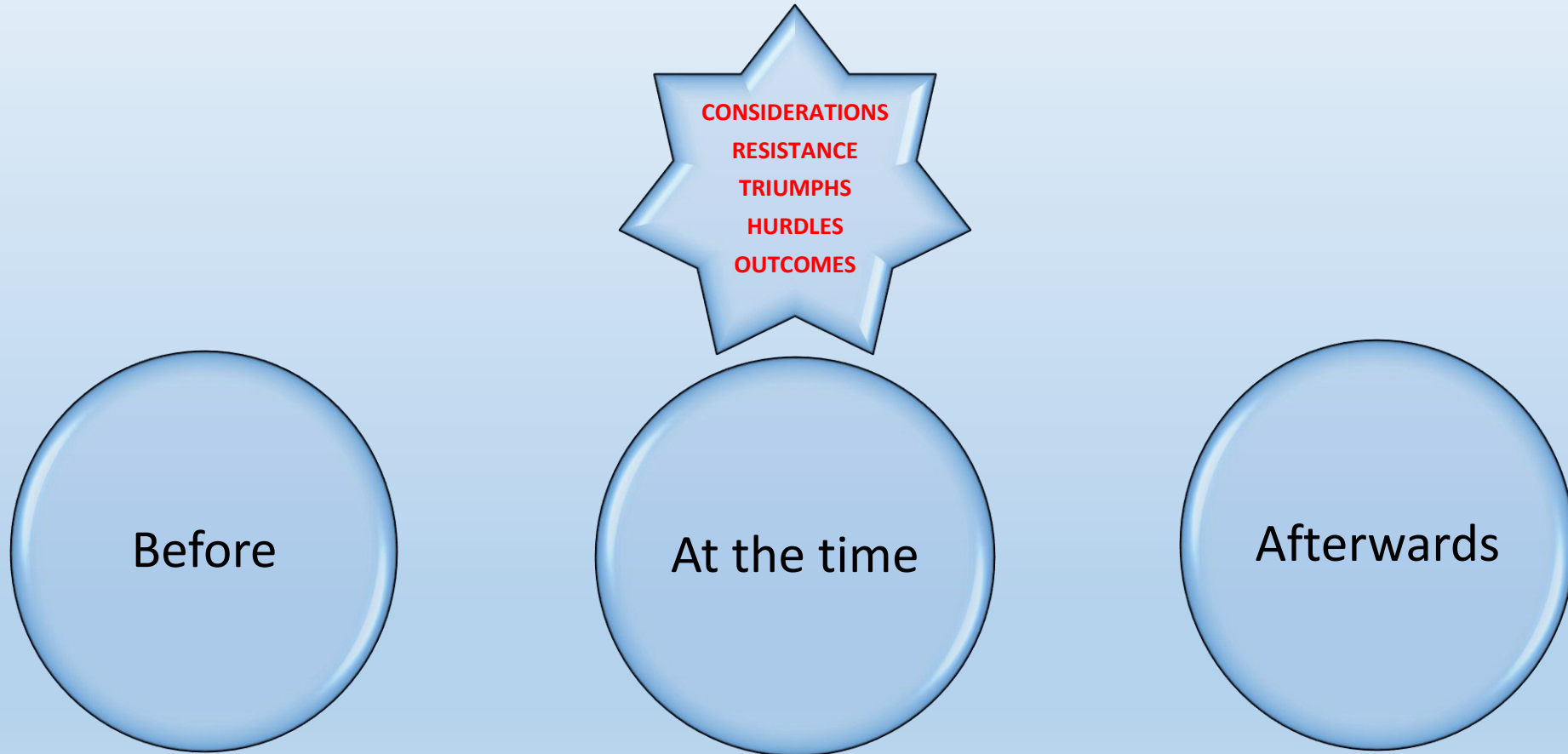
What can you as a Manager do to ease and support the transition and change for your staff?

- Training
- Workshops
- Identifying an early adopter
- Communication
- Inclusion in decision-making
- Anticipating problems

Teacher Feedback 2 years on

CHANGE	SMALL IMPACT	BIG IMPACT	COMMENTS	NOW?
Using iPads		YES	Ample support	All good
Using Apple TVs		YES	Technology a welcome addition.	All good
White walls		YES	Fantastic.	All good
Using the conversation room		YES	Promotes talking. Ideas from each other help.	OK
Using the meeting room		YES	Big table is strange.	OK
Changing classrooms everyday		YES	Got used to it. Nice to have a change.	All good
Changing staffroom		YES YES YES	Too small. Glad when we moved again to a bigger room	All good <u>now</u>

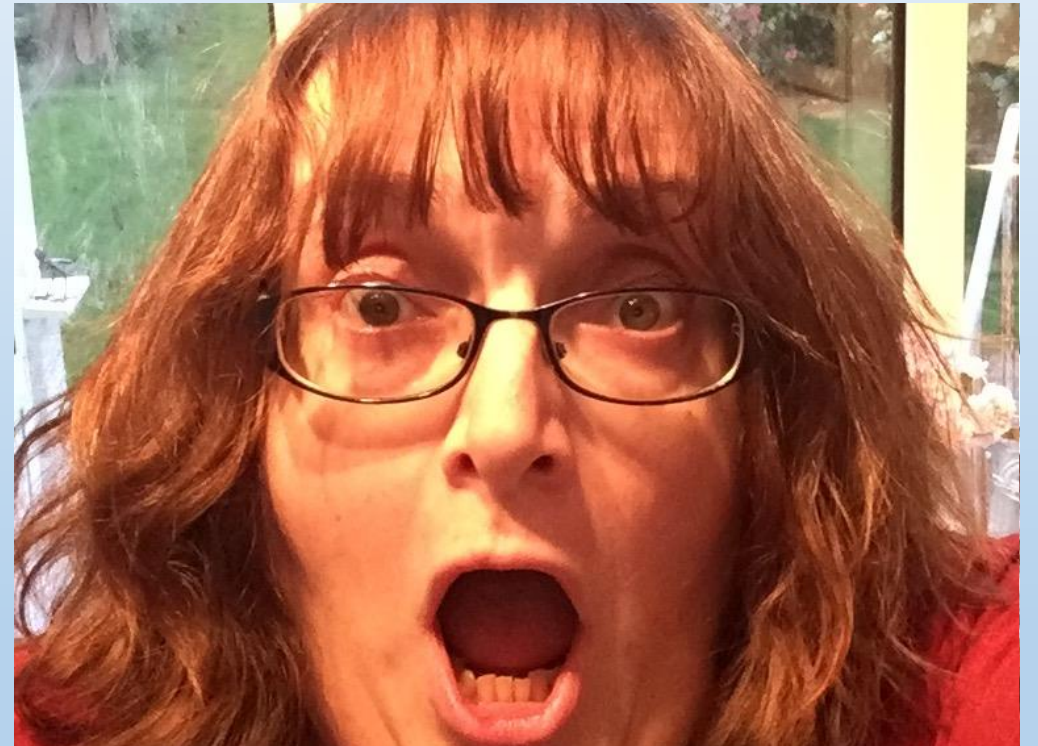
A change you have ~~successfully~~ managed in
your context



Strain (n)



outside



inside

What can your manager do to ease
and support the transition and change
for you?

*(aside from offering endless expressions about embracing
change!)*

Quotes about change that conspire to make me feel inadequate

Only the wisest and stupidest of men never change.

Confucius

Change brings opportunity.

Nido Qubein

Life belongs to the living, and he who lives must be prepared for changes.

Johann Wolfgang von Goethe

If we don't change, we don't grow. If we don't grow, we aren't really living.

Gail Sheehy

In order to change the world, you have to get your head together first.

Jimi Hendrix

I cannot say whether things will get better if we change; what I can say is they must change if they are to get better.

Georg C. Lichtenberg

A cautionary tale about cupboards



Before

At the time

Afterwards

Facing the Strain

Scenario 1: “It’s been decided to limit the number of photocopies for teachers to one copy per student per day.”

In managing this change

What is the role of the School Manager?

What is the role of the DOS?

Scenario 2: “Evening and weekend classes are about to be offered for the first time, this will impact all staff with regard to their working hours.”

When it comes to change

.... what changes would you like to see in your organisation to take away (or at least minimise) the strain on you?

Contact details

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“I said that time may change me
But I can't trace time”

David Bowie