

A new approach to managing change in schools

Before making a change, understand its chance of success.

You have set your development objectives and identified an initiative that could make a meaningful difference. Ptolemy helps you stress-test that ambition against your school's capacity to deliver successful change.

Do we have the time to do it - and to do it well?



Can we introduce this initiative without removing other tasks?



Are there other tasks in school we can reduce or remove to make this more feasible?



Do some colleagues in the school have the capacity to take a lead on trialling the new approach?

1

Begin with what is happening now

Ptolemy already knows how people spend their time in delivering their roles, providing a detailed understanding upon which the change can be imagined.

Current working week

(Actual reports more detailed.)



2

Test and reshape the proposal

Ptolemy simulates the time-cost of an initiative using its understanding of existing work patterns, allowing you to visualize the impact and viability of adding, removing or amending tasks.

Scenario: add, remove, recalculate



(These calculations can be delivered at whole-school, team or individual levels)

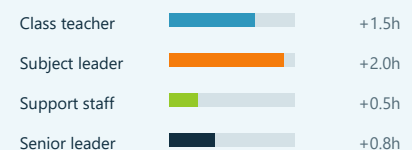
3

See where the impact will fall

The same change can affect roles differently. Ptolemy shows where capacity exists, where pressure may increase, and where support or a different approach may be needed.

Weekly impact by role

illustrative report graphic



Explain why the change should - and can - work here

Sell the change and the possible impact of the change to your staff based not only on how it will help students and the school's aims, but also by showing that you have considered the consequences for them and have a plan to help them to push to achieve those goals in a sustainable and reasonable manner.