Sometimes small changes can make enormous differences

10 of the elements of the success

1. Closing the gap: need to define the objective the change as closing the gap between where you are and the educational goal. Find the gap that exists between status quo and where you want to be in x years. It is not easy to talk about where we are. What that change is going to do to close the gap. Make that as clear as you can. **Define the gap**.
2. Three crucial change in educating children that have to be taken into account: literacy, numeracy (have being able to think mathematically), well being students (if students hungry forget about their teaching). Alternative school: find a better sense of well being.
3. Think about motivation: why should anyone be motivated about the change to be happened. What is the source of motivation? We have to give people Dignity and sense of respect if we want to motivate them.
4. Who can help me in this environment. Best people to work on the project.
5. Do not plan too much. It is very difficult what will be the result. Know where you are going. No one can foresee how lots of changes would go. Learn as you go along.
6. Think in terms of capacity. There is capacity in people that they do not use and work on that. We have to assume that they have capacity. Constantly develop and evolve capacity and build on what they have. There is a huge capacity in teachers who know a lot.
7. Do not give up too easily. Stay the course. Sustain leadership spread. It would be contagious.
8. Accountability, especially if you are in public school. Internal accountability: accountability with those who we are working with, assessment model to show what is working and what is not. External accountability: accountability of people who are not part of the change. We have to build both and tell them what and why is happening.
9. Generate public
10. Positive reinforcement. How can I make people feel good by appreciate what they are doing and what they are doing is good. Feel good about what they are doing even if they are not successful.

**Merit Based**

Teachers’ union

1. If I was the representative of teachers’ union what would I say? How would you develop a nuance response?

Factors of evaluating teachers:

Hard to assess and quantify them

What is being achieved as a result of that money that is being spend every year. We have to define accountability

1. How would I design to make the best of the change and how would I introduce the change to make most of it
* Extra hours
* Professional development
* Extra tutoring on your lunch or after school
* Involvements in committees

Reduced work load. areas that you wish to improve.

Money prices in McGill. 5ooo$ goes to teacher and 5ooo$ goes to department. It is based on nomination.

Be honest about the force that is come from government.

Start with schedule.

Equitable assignment.

Teachers’ involvement. Not top-down.

Monitoring for longer period of time.

What is the appropriate way to address accountability?

Great school revolution article