

Activity 4: Preparing for staff involvement

You will see that Mr Kumar immediately involved his staff in discussing better use of available resources. As school leader he started a conversation and involved his staff in the problem solving. If you have already included others in making your lists and grading the use of resources, you will have colleagues who will be open to the findings. But you may also have colleagues who are sceptical about any suggestion of a change to their regular ways of working.

Look at the resources you identified where the gradings were B, C or D. Consider in your Learning Diary the following questions and make notes about your thoughts.

- What would you need to do to make these resources effective in supporting student learning?
- How would you begin this conversation with your staff?
- How would you overcome the resistance of those staff and colleagues who do not want to change the way they do things?

Discussion

As a school leader you need to engage with your staff to guide and enthuse them to use a wide range of resources. They may need some guidance at first to draw on resources outside the school and to use the resources that are available in more creative ways. The biggest resource in any classroom is the students themselves, who bring a wealth of experiences and knowledge that can be used by the teacher to enhance the learning of their peers.

You may think about providing examples to your staff that inspire them to work differently; for example, a biology lesson that involves students bringing leaves to school that are then categorised, or an English lesson where students bring a piece of packaging to develop a vocabulary list of foods or their nutritional contents. You may also want to think about how your teachers could learn from each other or from teachers in other schools – people are less resistant to new ideas when they can see their colleagues being successful with them.

You may find the table in Resource 1 useful to share with your team when you engage them in the discussions about improving the use of resources in your school. Resource 2 might be a helpful handout to share as part of the discussions.