



# Future school - Evidence-informed School Improvement



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iHub4Schools

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# Introduction of Future school



## AIMS

The aim of the Future School program is to help schools to implement changes in their organisation so that change is scalable, sustainable and evidence-informed. Combines mentoring process phases *4. Mapping joint learning and development aims*, *6. Collaborative development actions* and *7. Reflection*.



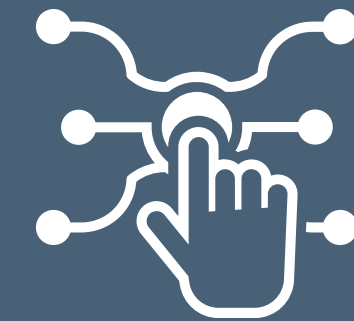
## DESCRIPTION

Through a 9-month long program, school teams will implement their change project and monitor its implementation and impact to school development.



## CONTEXT

The opening workshop is designed to be as a starting point for long-term development actions, but the subsequent actions may vary. It is suitable for all school levels, different type of schools, and teachers with varying level of digital competence.



## REQUIREMENTS

All school teams need teachers and management members to form the team. Teams need to have a laptop or tablet for individual work.



# Structure of the Future school process



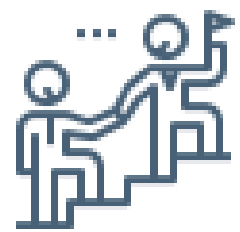
## A. Introduction workshop (6h)

- a. Analysing the gap in the organisation based on the evidence (e.g. need for developing teachers' digital competences)
- b. Formulating school's development needs
- c. Development of action plan and identification of performance indicators
- d. Forming the school development team



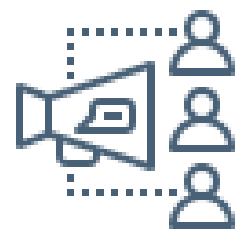
## B. Development actions (9 months)

- a. Implementation of change management activities
- b. Implementation of development activities
- c. Monitoring of the development actions and data collection: observations, surveys, tests etc.



## C. Reflection seminars (1x month, 6 h)

- a. Workshop on change management and evidence-informed school management topics
- b. Collaborative reflection



## D. Final event

- a. Presentation of development project and achievement of change in the school culture



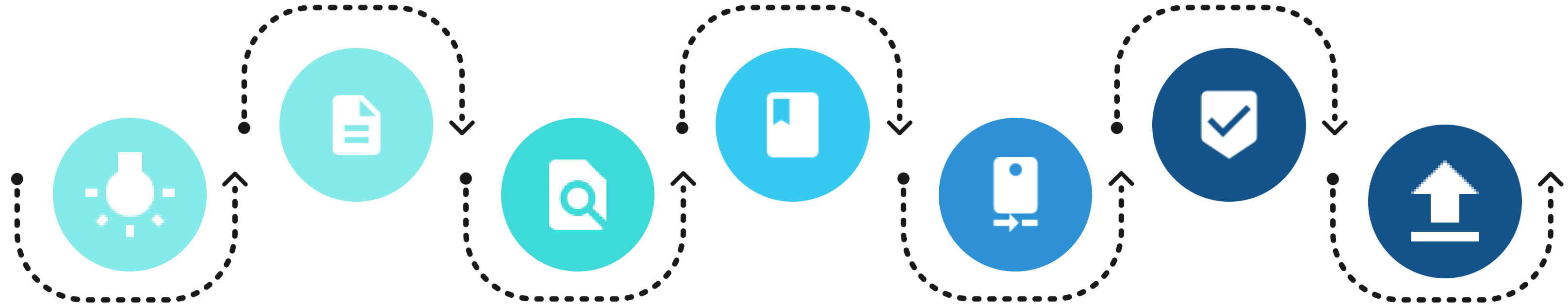
# A. Brief introduction: improvement process



Goal of the change  
and action plan

Motivation of the teachers  
and coping with the  
challenges

Sustainability of the  
changes



Establishing school  
improvement team

Communication and  
stakeholder  
involvement

Success messages  
and mid-  
communication of the  
results

Planning new actions



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## B. Development actions

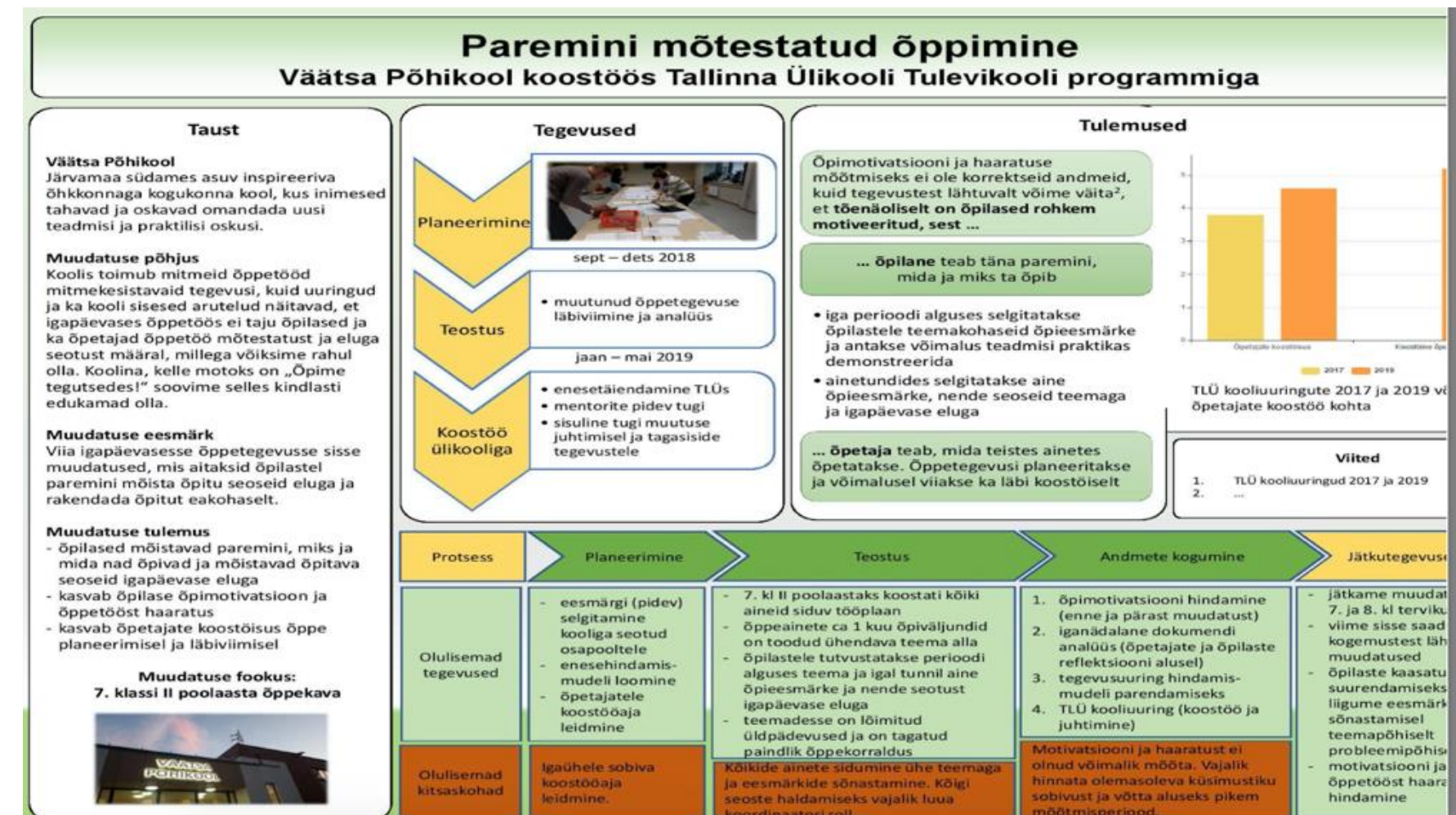
School teams will conduct their change project based on the action plan. The school teams will get guidance from university coach to go on in the project. Teams will gather evidences and findings and work together with a presentation for the other groups.



The role of coach: school visits, mentoring, weekly meetings

During 6 months, school teams implement change in their school based on the development needs:

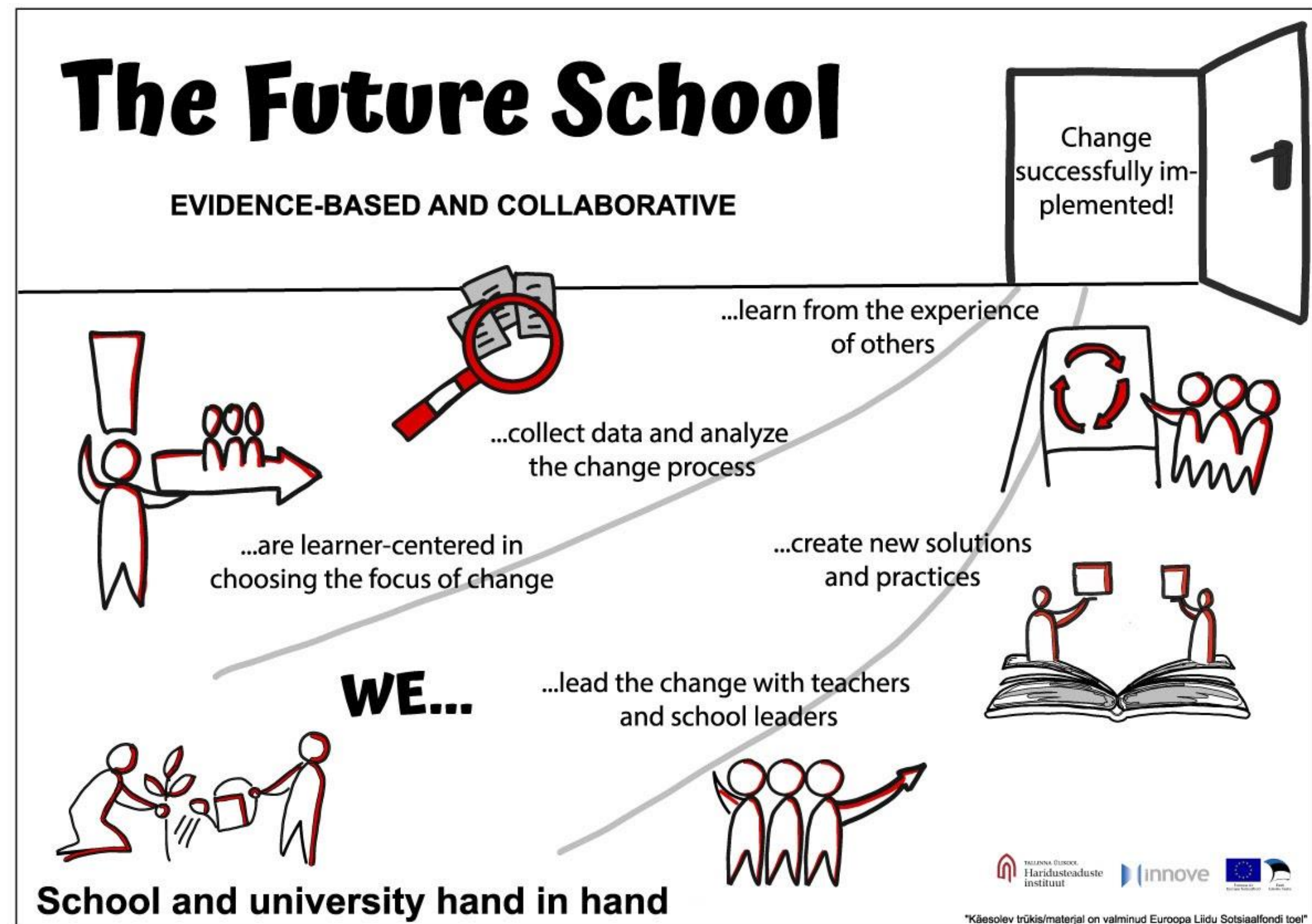
- Plan actions that involve the whole school
- Focus on communication and co-creation
- Collect data to understand the impact of change
- Reflect the experiences regularly



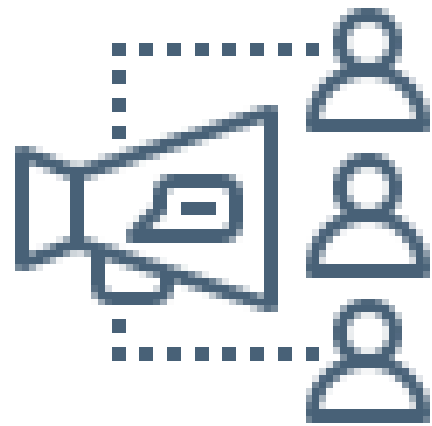
## C. Seminar(s)



Framework for school improvement: Change management and using evidence in change process.  
Co-creation of new practices.



## D. Final event



School teams present their outcomes of the program:

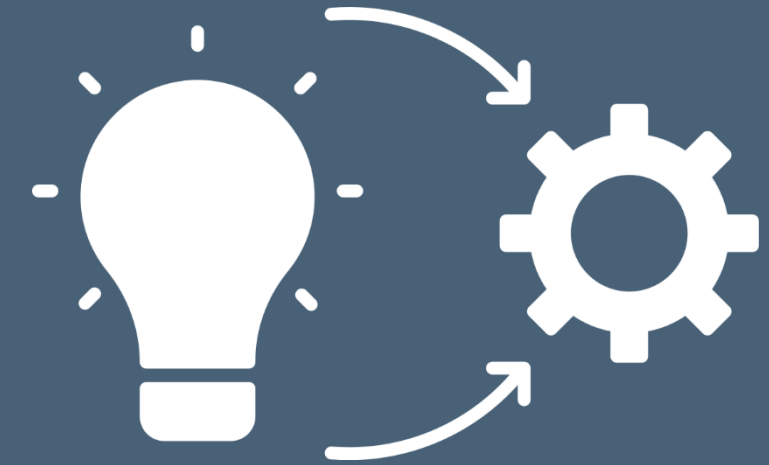
- Changed whole-school level practices
- Results of the development projects
- Results of data collection and monitoring





# Recommendations

Ideas and guidelines



Future School program sessions can be organized as a remote session, with presentation and group work integrated with breakout rooms.



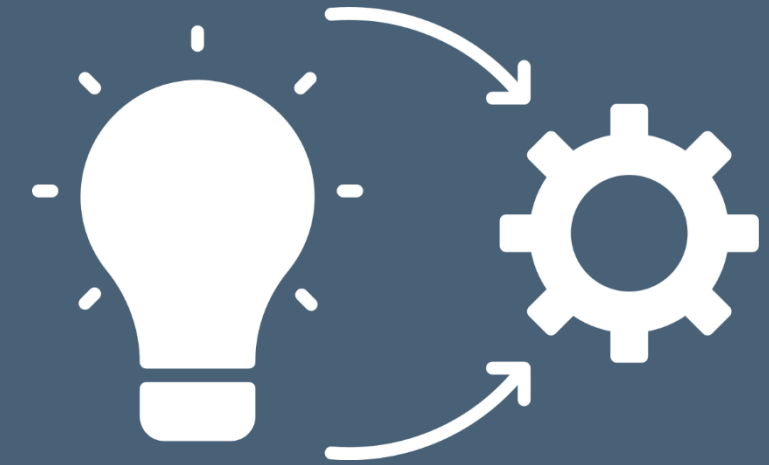
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# Recommendations

## Preceding and following actions



Before the workshop: Discussions with the management team to understand the need for the change and management support.



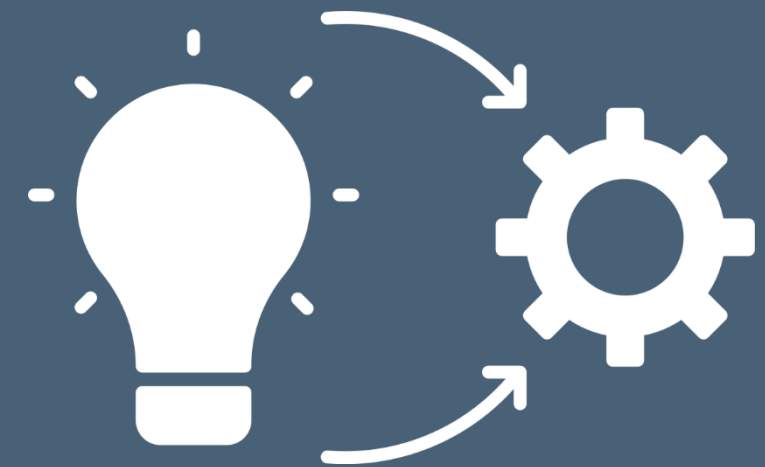
After the workshop: Inform about the results of the workshop to teacher trainers of the local educational authorities who will contact the schools later for tailored support actions.





# Recommendations

Experiences from implementations



Schools that have conducted the project find it useful and will continue to follow the method in order to use evidence in their school improvement.

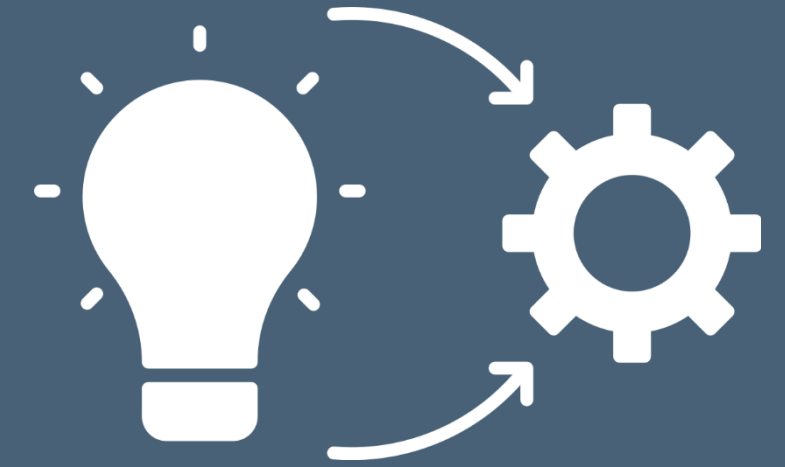


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# Recommendations

## Examples and additional information



Click to find examples and additional information:

- Introduction of the method from the website of School of Educational Sciences in Tallinn University: <https://www.tlu.ee/en/hti/futureschool>



- Support material for using various methods during the process in separate presentations on: <https://www.ihub4schools.eu/mentoring-model/>
- Presentation of the iHub4Schools Mentoring Model



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# This material is part of the School mentoring model



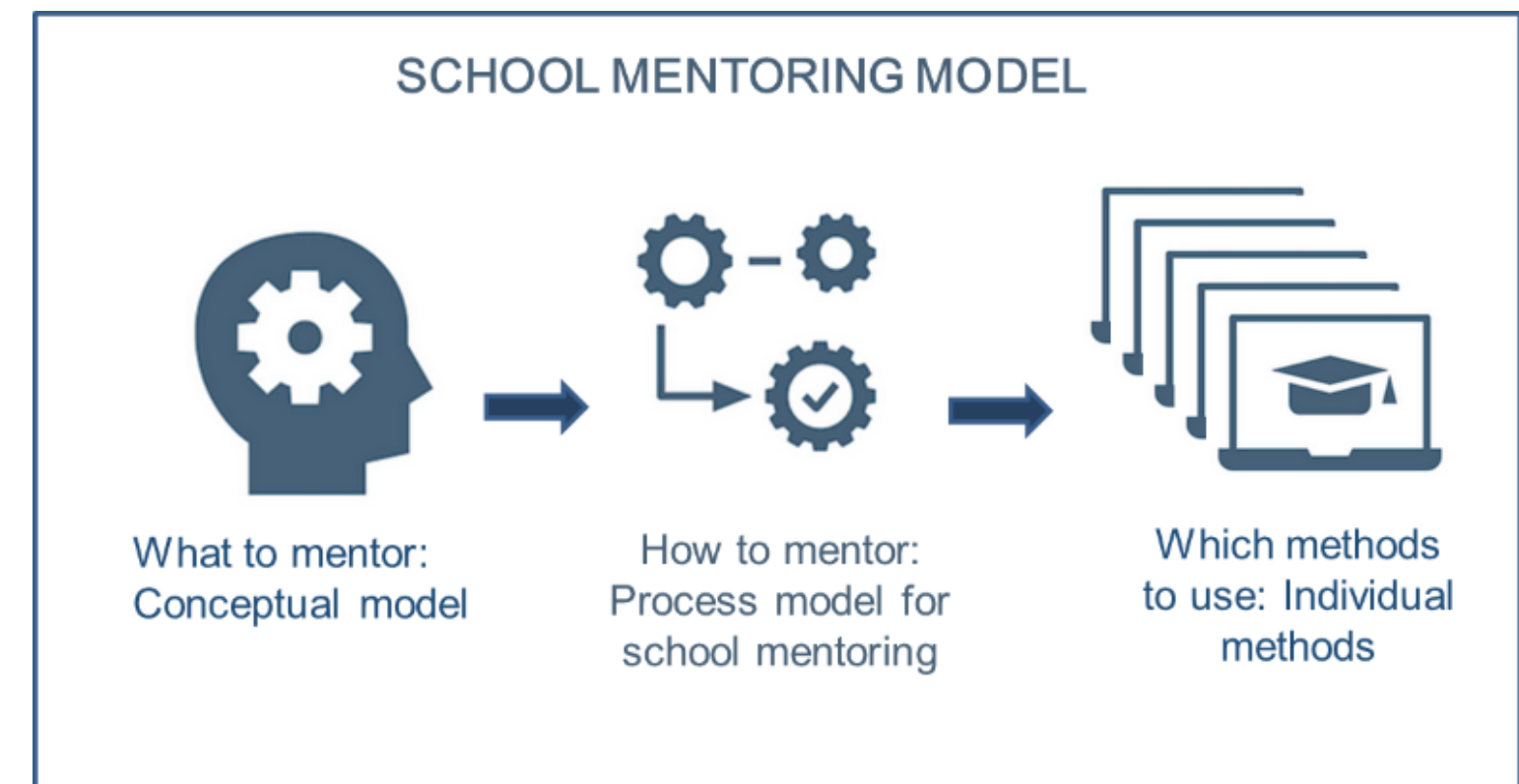
The aim of the model is to foster the adoption of digital innovation at school level.

The focus is on teachers' understanding of digital technology and practices to implement technology in a pedagogically meaningful way.

The model promotes teachers' professional learning with peers and school management to create the culture and practices for evidence-informed implementation of digital innovation.

The model is created in the iHub4Schools project (2021-2023). More information of the model:

<https://www.ihub4schools.eu/mentoring-model/>





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HARIDUS- JA NOORTEAMET

Estonian Education  
and Youth Board



Batumi Shota Rustaveli  
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