

A School Change Team (SCT) needs to be created to deliver these outcomes

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Role of a School Change Team

- Represent a cross-section of the staff in the school (teachers, administrators, support staff etc) and others representing the wider schools community (governors, parents, pupils etc)
- Represent other members of the school workforce who are not in the SCT
- Be prepared to bring along their own, and others', workload issues and views on workload and contribute on a constructive basis
- Act as the communications channel back to the school workforce
- Be prepared to oversee, and where appropriate, be part of the change initiatives
- The SCT is likely to look different in each school – in terms of its composition, how and when it meets, the roles of people on the team, the time commitments team members make etc



Form your school change team (SCT)

- This is one of the most important steps in the change process because the people involved will have a direct impact on the quality of result
- The headteacher is likely to lead the formation of the SCT, however, discussing the options for forming the team with a number of colleagues is often helpful as is taking time to make decisions about the SCT membership:
 - don't invite the "usual suspects"
 - don't always assume it's your senior management team
 - don't make it an elite team
 - look for diversity of contribution
 - look for balance in people's attitude towards change
 - think about development opportunities for people
 - think about team membership that looks like a diagonal slice through your organisation

Stakeholder Mapping would be a useful tool to ensure diversity and balance in your SCT - see the Remodelling Tools module