

CHALLENGES & QUESTIONS ABOUT SUSTAINABILITY FOR SWELL

- How do we make this community more than just a collegial support network (ie) how do we build a demanding culture?
- How do we change context and what does this mean for swell?
- How do good ideas get out of the theory and into implementation?
- Avoid collaboration!
- We need to realise that there is a top down pressure for change
- How can we develop capacity to ensure we can build enduring greatness in the network. (culture, resources, activities)
- Teacher practice is quite resilient to change - how do we overcome this resilience?
- How do we build in systems to maintain development even after the change agents or pressures have passed?
- As leaders in our network we need to realise that teachers will achieve what they want to achieve... so... how do we ensure that teachers have ownership of the development process?
- How do we shift teachers from a world of practice to a world of pedagogy?
- How can we get the energy right & how do we ensure sustainable energy exists & swell?

- How do we still achieve our GOALS as swell leaders but also ensure that teachers have OWNERSHIP of the change process?

SOLUTIONS THAT ARE EVOLVING FOR SWELL TO HELP ENSURE SUSTAINABILITY

- A ction needs to be embedded in a context. Perhaps read context as culture or perspective. If all people involved have the same perspective on an issue or situation then change may occur more quickly.
- We need to develop strategies that will enable us to bring about change
 - One way might be to start from 'gems' - the things that are working well. - 'what gems do we want to polish?'
- Culture is the KEY. - Need to be clear what it looks like, what it sounds like, what it behaves like for swell.
- Working on the little things is important and we need to make sure swell lets this happen.
- One thing that works is modelling and feedback actually in the classroom. - perhaps we build this into the development processes for swell.
- Use lessons from coaching - ask questions rather than set directions.
- Make sure there is time for change.
- There are some times where we do need to set the direction as leaders.

NEED TO TAKE SWELL FROM THEORY TO ACTION.