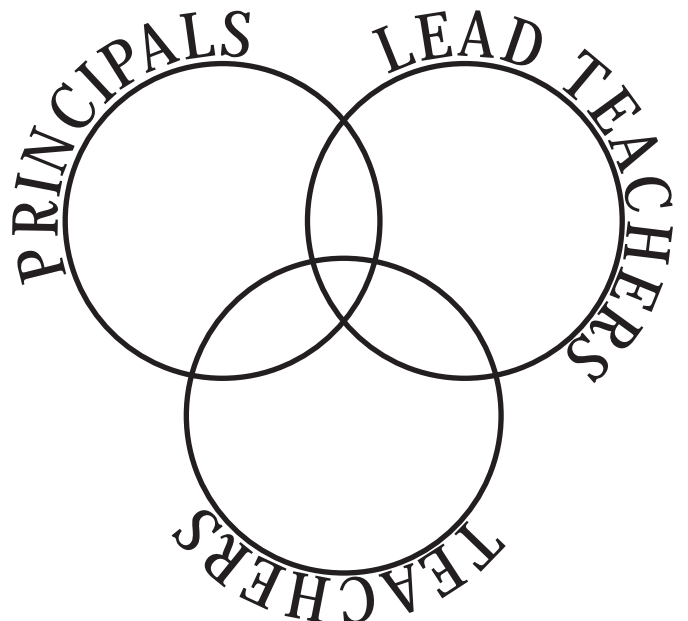


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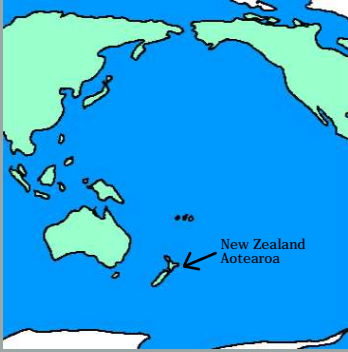
swell

Raising the tide of
achievement in South
Wellington schools

LEARNING COMMUNITY STRUCTURE



SWELL LEARNING COMMUNITY



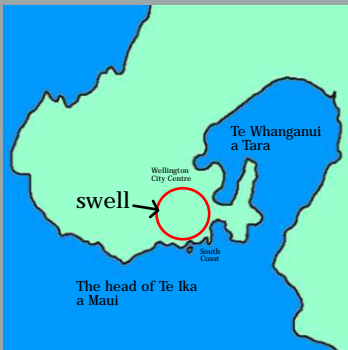
The swell network consists of eleven schools in the South Wellington primary schools cluster. Wellington is the capital city of New Zealand and the South Wellington cluster is located in and around Wellington's south coast.



The cluster is close to the head of Te Ika a Maui (the fish of Maui) and borders the spot where the taniwha Whataitai died when trying to break out of the lake which became Te Whanganui a Tara (Wellington Harbour).

The eleven schools in the swell network are ...

Berhampore School
Brooklyn Primary School
Houghton Valley School
Island Bay School
Newtown School
Owhiro Bay School
Ridgway School
St Anne's School
St Bernard's Parish School
St Frances de Sales School
South Wellington Intermediate School



The swell network has been formed to promote and sustain the learning of all (children, teachers, whanau) in the swell community, with the collective moral purpose of learning together in order to reduce disparity and raise achievement within and between South Wellington schools.

The swell network includes ...

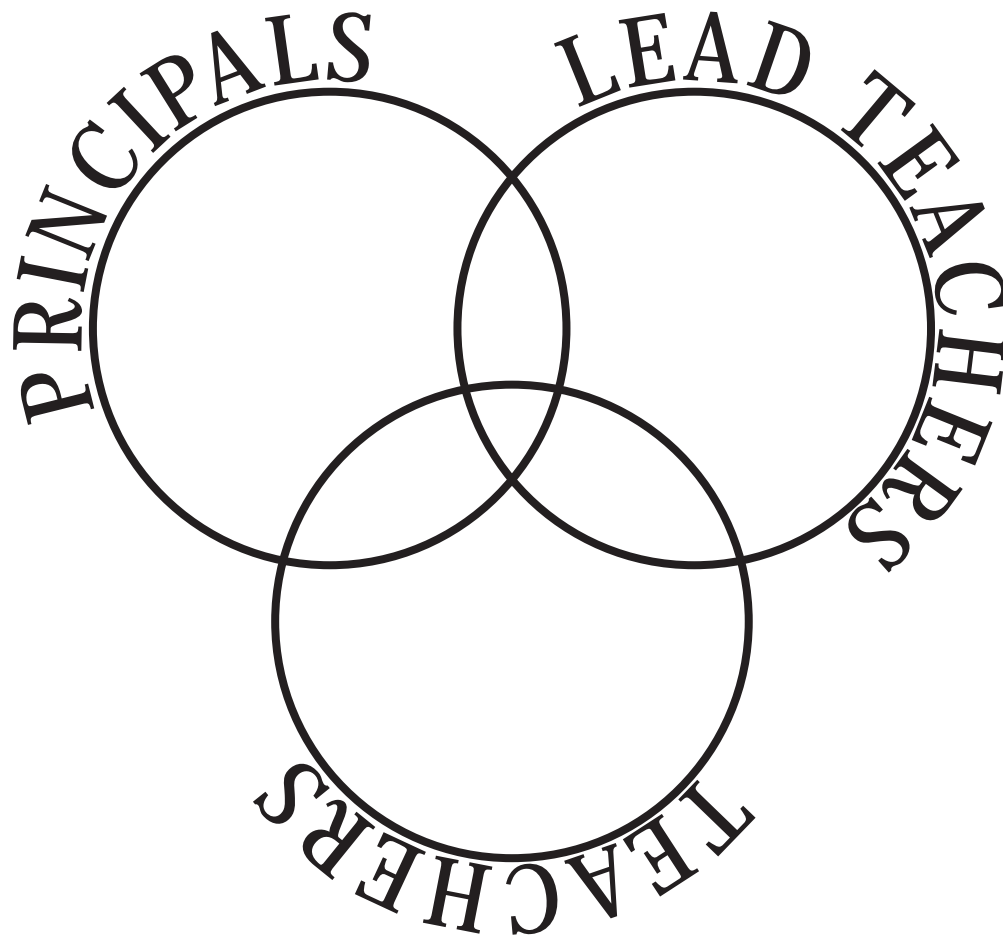
systems and procedures for sharing expertise within and between schools in the swell community

systems and procedures for collaborative development of expertise by schools in the swell community



Learning together in order to
Reduce Disparity and
Raise Achievement
within and between
South Wellington Schools





COMMUNITIES WITHIN COMMUNITIES

Swell involves communities within communities. Each community has its own distinct culture and all communities are interdependent upon each other. The communities are ...

Principals' Learning Community

Providing leadership and direction for the swell network of learning communities and identifying the broad areas of developmental need for the network.

Lead Teachers' Learning Community

Collaborating with principals to plan overall research direction and working with and coaching teachers as they undertake action research.

Teachers' Learning Community

Undertaking action research into areas of focus for the swell network and collaborating with other teachers, principals and lead teachers in order to synthesise learning into new practice.



PRINCIPALS' LEARNING COMMUNITY

The swell network includes a principals' learning community. The principals' learning community role is to provide leadership and direction for the swell network of learning communities and to identify the broad areas of developmental need for the network.

The principals' learning community includes four teams.

Research Overview Team

- Developing broad aims for each research context undertaken by swell
- Conceptualising possible focus areas and research topics for each context
- Developing swell action research methodology

Leadership Capacity Building Team

- Developing focus area and research topics with lead teachers
- Overseeing implementation of 'action research' and 'coaching' professional learning for lead teachers
- Overseeing the allocation and implementation of action research projects
- Supporting-mentoring-coaching lead teachers and other future leaders

Evaluation and Review Team

- Development of evaluation strategies including ...
 - Baseline and endpoint assessment data analyses
 - SWOT analyses
 - Key personnel interview schedules
 - Mid and endpoint surveys
- Oversee collection and analysis of evaluation material
- Draw conclusions from data and make recommendations for improvement of network

Network Activities Team

- Development of programme for Principals' Learning Community meetings
- Development of programme for Lead Teachers' Learning Community meetings in partnership with Leadership Capacity Building Team
- Development of programme for swell network workshops, seminars and conferences

Each of the principals in the network individually and collectively have three further tasks.

PLANNING:

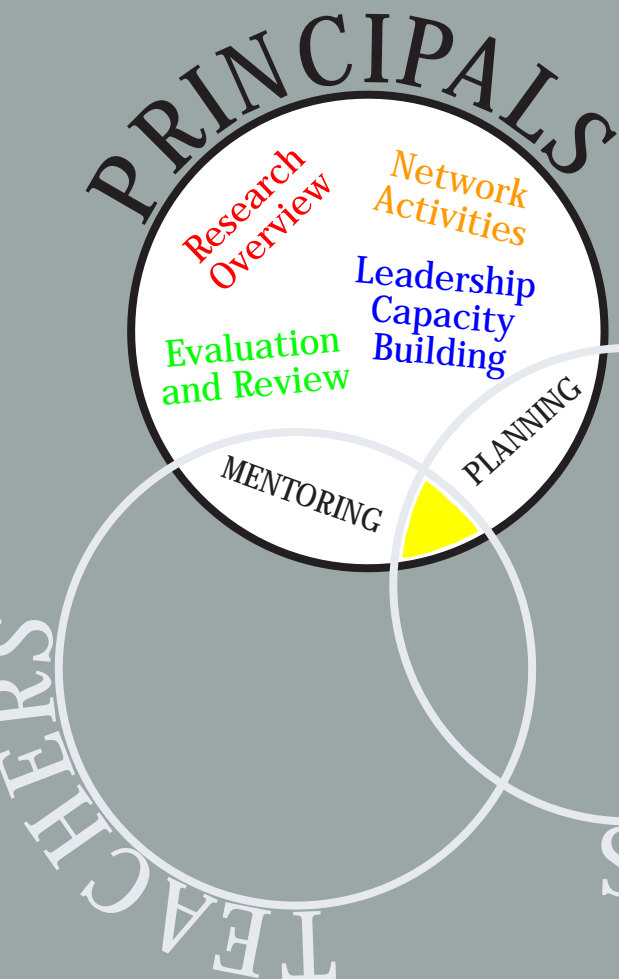
Working with lead teachers to plan out the research projects that will be implemented by teachers across the network.

MENTORING:

Mentoring lead teachers and teachers as they carry out research in their schools.

SYNTHESISING:

Working with lead teachers and teachers to synthesise the results of research projects in order to draw conclusions about action.

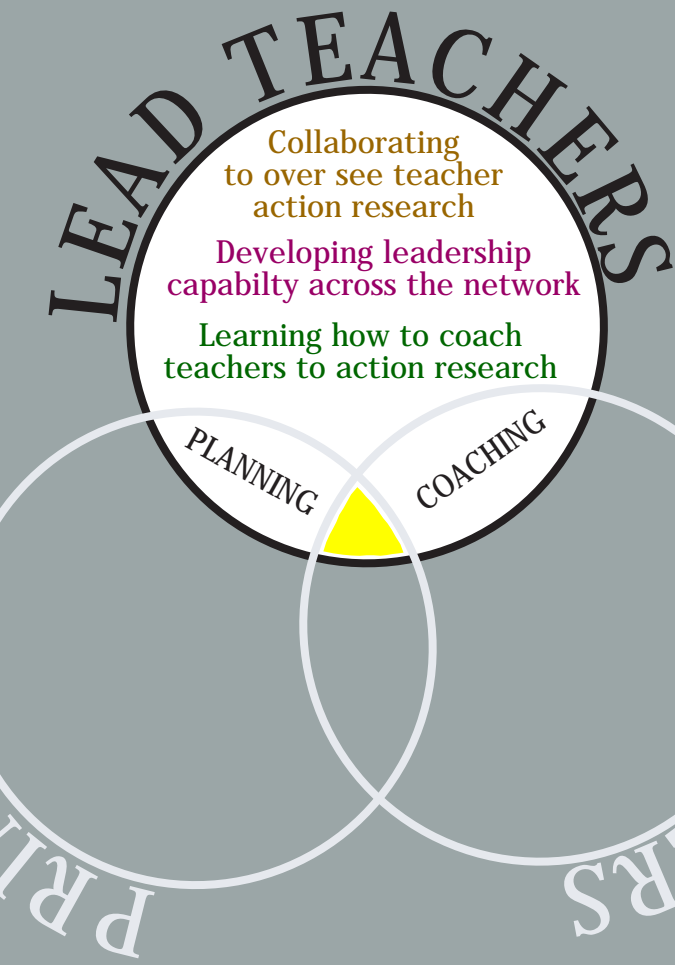


=SYNTHESIS

The point at which the swell learning community turns research into new practice



LEAD TEACHERS' LEARNING COMMUNITY



The swell network includes a lead teachers' learning community. The lead teachers' learning community expands the broad areas of developmental need, identified by the principals, into specific focus areas and oversees and supports teacher action research within these specific focus areas.

The lead teachers' learning community has three areas of operation.

Developing leadership capability across the network

- Providing a forum for lead teachers within the swell network to develop leadership skills, knowledge and experience

Learning how to coach teachers to action research

- Learning how to support teachers to research including ...
 - how to develop a research plan
 - whether to use an inquiry, problem solving or experimental process
 - deciding what tools and instruments to use
 - how to monitor and review progress against the plan
 - how to collect relevant data
 - how to analyse results and draw valid conclusions
 - how to record and report results

Collaborating to oversee teacher action research

- Developing focus areas for research for each of the areas of swell network developmental need
- Identifying possible research topics for each focus area
- Organising the allocation of research projects with teachers
- Assisting teachers to plan, implement, analyse and present research
- Contributing to the synthesis of results across the focus areas

Each of the lead teachers in the network individually and collectively have three further tasks.

PLANNING:

Working with principals to plan out the research projects that will be implemented by teachers across the network.

COACHING:

Coaching teachers as they carry out research in their schools.

SYNTHESISING:

Working with principals and teachers to synthesise the results of research projects in order to draw conclusions about action.

=SYNTHESIS

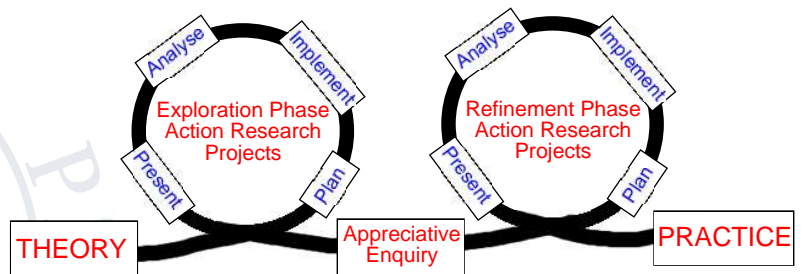
The point at which the swell learning community turns research into new practice



TEACHERS' LEARNING COMMUNITY

The swell network includes a teachers' learning community. The teachers' learning community role is to undertake action research into areas of focus for the swell network and collaborate with other teachers, principals and lead teachers in order to synthesise learning into new practice.

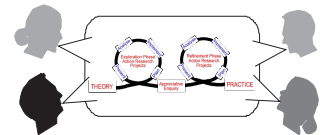
The teachers' learning community uses a consistent model for action research.



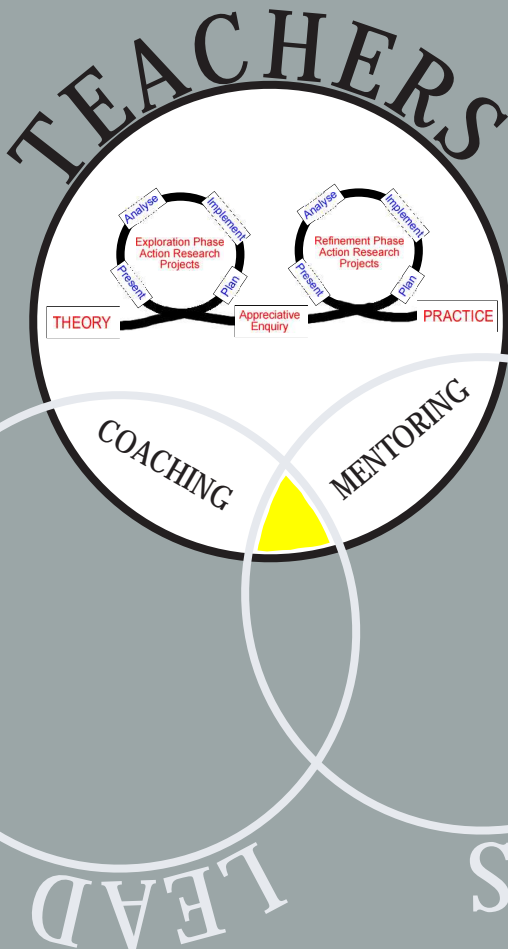
The action research process involves three steps to move theory to practice. Teachers begin the action research process by developing a plan for the exploration phase of their research. Research plans include a specific aim, a set of research questions, a method section and a description of how results will be presented to peers.

Teachers then begin the process of implementing their research project. As time goes on they begin to analyse the results of their research endeavours, then present the results to their peers.

Teachers are supported by others from within the swell network as they carry out their research. They have support from a research coach, from the swell research facilitator and from experts from within and outside of the network.



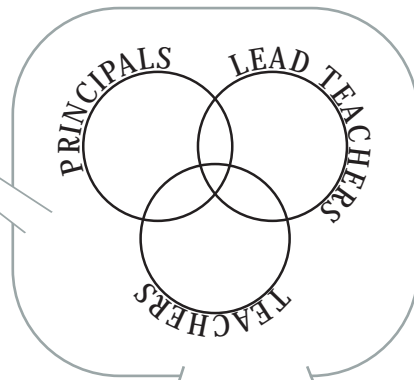
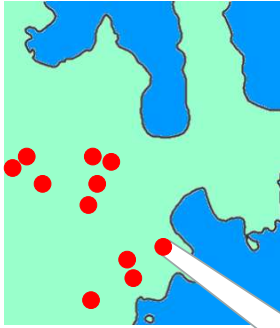
Once the exploration phase project is complete teachers use an appreciative enquiry procedure to identify the positive ideas from within their project. These are then used to form the basis of the refinement phase action research project plan. At the conclusion of the refinement phase of research teachers are in a position to move theory into practice.



● = SYNTHESIS
The point at which the swell learning community turns research into new practice

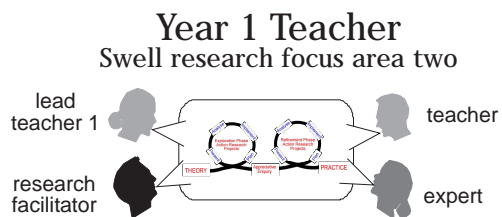


AN EXAMPLE OF A SCHOOL'S INVOLVEMENT IN SWELL



Experts

Three teachers with expertise in swell research focus areas providing support to other schools in the swell network.

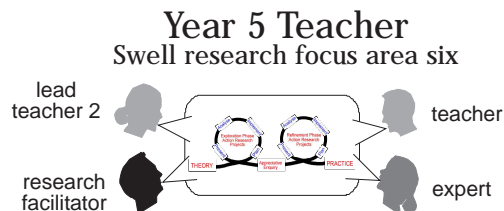
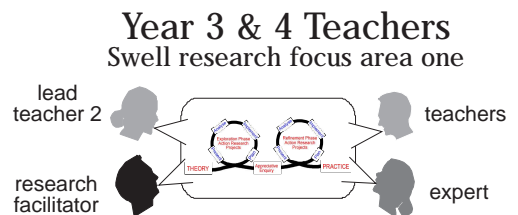
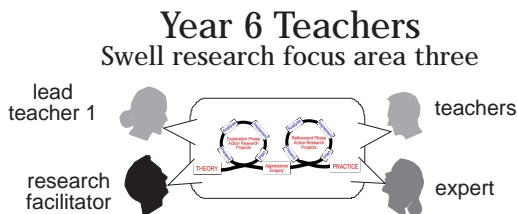
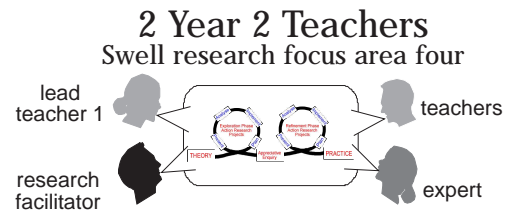


Principal

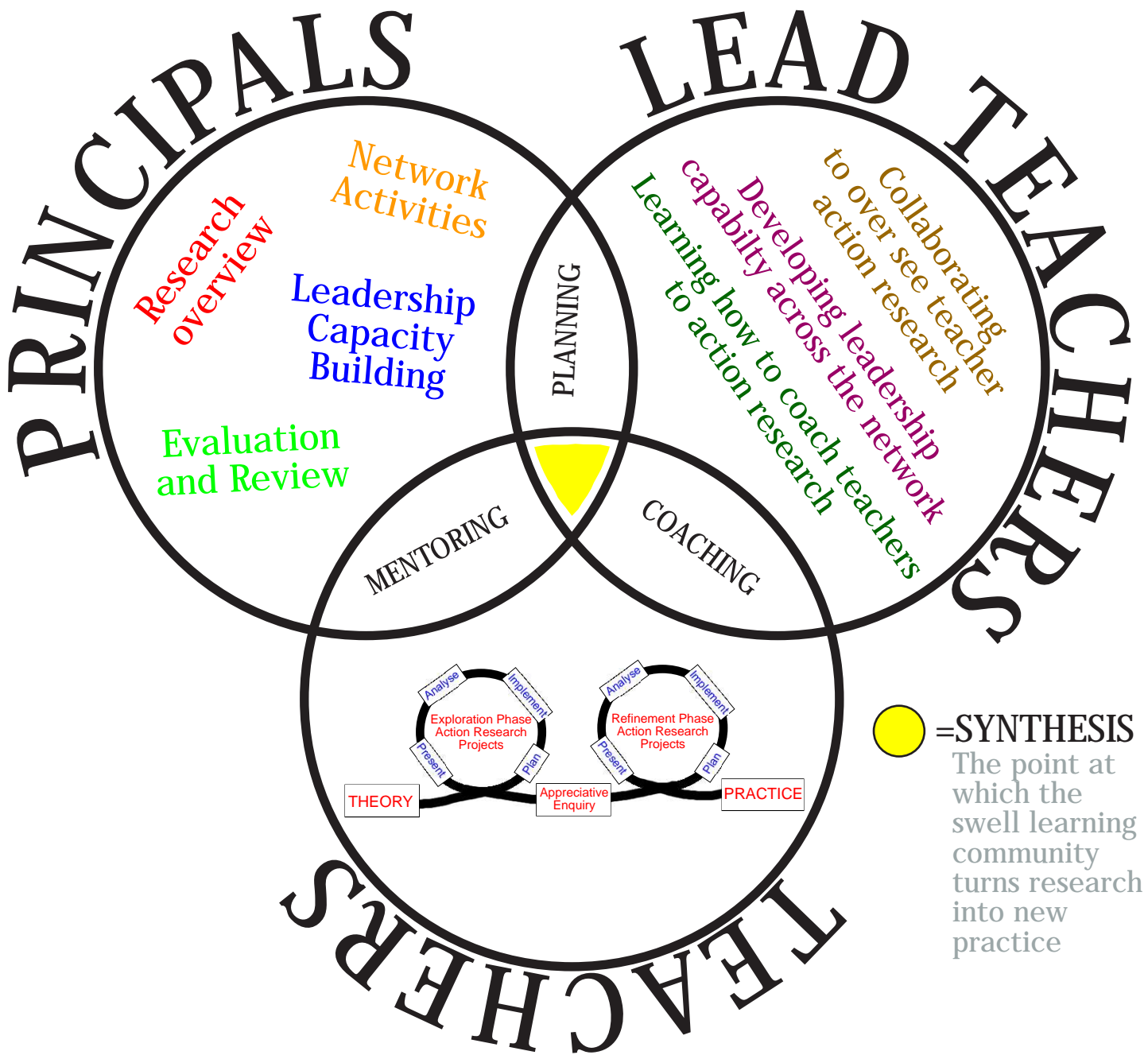
Member of the network activities team

- Organising seminars workshops and the swell conference
- Overseeing principals' & lead teachers' learning communities meeting programme

Mentor for teacher action research within school



SWELL LEARNING COMMUNITY



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