



# TTF'S THEORY OF CHANGE

## TTF's Vision

“To make schools enabling environments for all students, by empowering educators to become energetic, effective, reflective practitioners and lifelong learners”.

## TTF's 3 Ms

### Magic ! Method ! Mastery !

These 3 Ms encapsulate our overall approach to working with educators – infusing energy, enthusiasm, purposeful steps and embedded, deep professional competence.

## TTF's Theory of Change Model

TTF's ToC model helps us to decode our 3 Ms – Magic, Method and Mastery, so that they make our vision a reality in different school settings. The model acknowledges that learning and change happens in a social context. Teachers and head teachers can and will change with the right kind of support and/or dissonance we create in the school ecosystem.

## ESTABLISH COLLECTIVE PURPOSE

### Step 1

#### Create Urgency within the Schools/ Group of Teachers

Every stakeholder involved must want it!

#### Actions:

- Find out the schools' needs and wants.
- Identify potential threats & examine opportunities to leverage.
- Have honest discussions and give effective and convincing reasons.

### Step 2

#### Form a Powerful Coalition / Team TTF and the Schools

Lead change with a 'coalition'

#### Actions:

- Identify the true leaders in the school and Team TTF.
- Ask for an emotional commitment from these key people.

## CREATE, COMMUNICATE & CRITIQUE CONSTANTLY

### Step 3

#### Create a Vision for Change

A clear vision of the end outcome helps everyone understand why we are asking them to make changes.

#### Actions:

- Develop a short summary (one or two sentences) that captures what you “see” as the future for the school/s).
- Create a strategy (a set of steps) to execute that vision.
- Ensure that every stakeholder can describe the vision in five minutes or less.

### Step 4

#### Communicate the Vision & Seek Feedback Constantly

Keep the vision fresh on everyone's minds!

#### Actions:

- Lead by example–Talk often about the change vision.
- Address peoples' concerns and anxieties, promptly, openly and honestly.
- Communicate to the school/s at regular intervals–collate and analyse data and feedback.

## MAKE SUCCESS HAPPEN!

### Step 5

#### Remove Obstacles

Identify what is slowing down the change – people, processes or structures.

#### Actions:

- Recognize and reward the people who are making change happen.
- Identify people who are resisting the change, and help them see what's needed.
- Remove barriers to change quickly.

### Step 6

#### Create TATTs

Nothing motivates more than success.

#### Actions:

- Break the end outcomes into simple, TATTs (Tiny Achievable Tickable Targets)–easy-to-reach targets that can be achieved soon.
- Analyse the potential pros and cons of each of the targets.
- Reward the people who help meet the targets.

## EMBED THE CHANGE

### Step 7

#### Build on the Change – foster a culture of continuous improvement

Real change runs deep and takes time.

#### Actions:

- After every win, we need to analyse what went right, and what needs improving.
- Set goals to continue building on the momentum we've achieved.
- Keep ideas fresh by regularly communicating them.

### Step 8

#### Anchor the Changes in School Culture

Make the change stick! The school leaders & 'change coalition' must continue to support the change.

#### Actions:

- Talk about progress every chance we get. Tell success stories about the change process.
- Plan for retaining the legacy of change & positivity.