

Near star/Far star

Change Plan Template



Near star - your intermediate goal



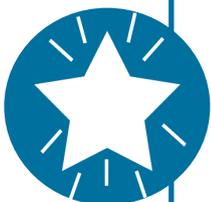
Intervention/solution - what will you do?



How might we? - define and frame a question, with your students and staff at the centre



Your school resources - what resources do you have to implement change?



Far star - your ultimate goal. What does this ideal future look like?

Near star/Far star

Find out more about each step in creating your near star/far star journey plan and fill out the template on the next page. Start the activity at the bottom and work your way up. Change isn't linear, so when you implement your plan, you'll start at the top but you'll probably jump between steps as you learn and adapt.

Near star - your intermediate goal



This is your short term goal - something you can achieve in the next 3 to 5 years. It is a tangible step towards your far star.

Your near star will help you frame your interventions and solutions.

Use this model:

"to increase/decrease (a metric of improvement) by/for/within (a time frame)"

E.g. "to increase Māori and Pasifika participation in STEM subjects at NCEA Level 3 by 15% within 5 years."

"to increase participation in English digital exams to 95% of students"

Intervention/solution - what will you do?



Now you understand the question, you can look for a solution.

Based on your current knowledge and considering your school's resources, and capabilities, find a place to start working on your solution.

Consider:

What will you do or produce?

What programme/service are you looking to create and implement?

Is there anything currently in place that could be leveraged in your solution?

Brainstorm: How might we? - define and frame a question



Get a group together and run a brainstorming session based on your question.

Remember, when you brainstorm, defer judgement and go for quantity. Wild ideas can lead to new ways of approaching a problem.

Use this model:

"How might we get/help (target group) to (change in human behaviour/feeling)"

E.g. "How might we help Māori and Pasifika students feel more confident studying STEM subjects?"

"How might we help students feel more confident moving to digital exam?"

Your school resources - what resources do you have to implement change?



What does your school have at your disposal that will help you get to your goal?

This includes people, time, space, budget.

If you don't have a lot of resources, consider what you can do with the resources you have currently available. These changes don't need to be big, or all once. Think about opportunities you have that can be leveraged to have a large impact for a smaller input or effort.

Far star - your ultimate goal. What does this ideal future look like?



What does an ideal future look like for your school? Even if you don't think this is something you'll achieve in your working life, it will guide the work you do along the way.

Use this model:

"A (system) in which (the quantifiable or tangible state you seek)"

E.g. "A school in which all students have equal educational outcomes, regardless of their background/learning needs/gender/race."