

## 1. WE KNOW A LOT ABOUT WHAT WORKS FROM BRIGHT SPOTS

- We know there are plenty of Bright Spots that are already achieving great education outcomes for students in disadvantaged communities
- Across the Bright Spots we find three common critical success factors





High-Quality Teaching



Strategic School-Community Partnerships

• We have a rich evidence base that tells us which effective practices in classrooms and schools underpin these critical success factors to achieve great outcomes

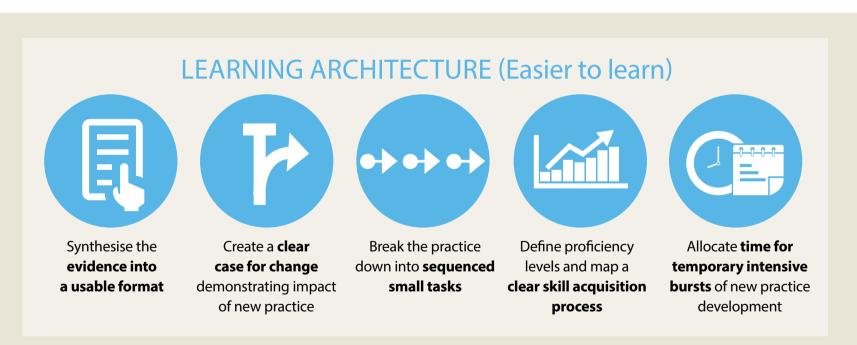
## 2. BUT KNOWING IS NOT ENOUGH

Knowing which practices are effective is not enough because there are beliefs and behaviours that act as barriers to consistently embedding these practices

BELIEF BARRIERS	BEHAVIOURAL BARRIERS	
Context mismatch "I believe that my context is completely different and that the practice wouldn't have the same impact in my classroom"	Cruise control  "I want to use the practice, but I don't because it's easier to rely on my ingrained habits and routines"	Complexity of tasks "I want to use the practice, but I don't because it's far too difficult to implement"
Change fatigue "I believe the practice won't have more impact than current practice and I'm sick of all the new policies, paperwork and people"	Capacity constraints "I want to use the practice, but I never have the time or bandwidth to try"	Capitulation "I try to use the practice, but I give up quickly because I don't know if I'm doing it right or if it's having any impact"

## 3. WE NEED TO MAKE IT EASIER TO LEARN AND EASIER TO SPREAD THE PRACTICE

• We need a robust learning architecture embedded within social learning processes to make it easier to learn the practice and easier to spread the practice



## **SOCIAL LEARNING PROCESSES (Easier to spread)**



Foster conversations and activities that create a culture of openness and trust



Embed a model of joint reflective practice



Ensure educators
observe others who
have mastered the
practice



Enable educators to develop practice jointly with peers



Provide feedback on progress and accountability to trusted colleagues



Create **communities of practice** between schools