MLLC Change Initiative

2025-26

**Change Initiative** **submission– Key information**

Thank you for taking part in Middle Leaders Leading Change. We hope that you have found the learning supportive. To inform future development of this programme we would be very grateful if you could take a few minutes to complete our [programme evaluation](https://forms.office.com/e/DRQTeQM96k).

If you would like to receive a certificate of completion for this programme, please complete this Change Initiative template in full, and name it using the format:

‘MLLC First Name Second Name Month Year’, e.g., ‘MLLC Jane Smith June 2026’ where the date is the date of submission, and send it to [PLsubmissions@educationscotland.gov.scot](mailto:PLsubmissions@educationscotland.gov.scot)

Your Change Initiative will be reviewed by our team to ensure it demonstrates your learning from aspects of the MLLC programme. You may find it useful to refer to your 7 PLA summary pdfs and your Reflective Journal, if you used one. You should complete all sections and demonstrate clearly how you have applied your learning and/or integrated it into your practice through your change initiative.

You should hear back from us within eight weeks of submission. If you have not had a response within that time, please contact us at [edspll@educationscotland.gov.scot](mailto:edspll@educationscotland.gov.scot)

All data disclosed in this MS Form will be handled, processed and stored in accordance with the General Data Protection Regulation (GDPR) and Data Protection Act 2018.

Education Scotland is committed to protecting your personal information. You can read our privacy notice here <https://education.gov.scot/about-education-scotland/policies-and-information/data-protection/>

**Your Details**

|  |  |  |
| --- | --- | --- |
| Name: |  | |
| Role: |  | |
| Establishment / setting: |  | |
| Sector: |  | |
| Local Authority: |  | |
| Email address: |  | |
| Please confirm the following: | | |
| I confirm this completed MLLC Change Initiative is all my own work. | |  |
| I confirm I have completed a minimum of 4 PLAs and taken time to apply my learning in practice. | |  |
| I confirm that I have the necessary permissions for any quotes or images included. | | ☐ |
| I confirm there are no other names or personal identifiers in this submission. | |  |
| I confirm that I understand that Education Scotland will retain my Change Initiative (in line with our privacy notice). | | ☐ |
| I confirm that I understand that Education Scotland may share anonymised elements from my Change Initiative. | | ☐ |
| I give my permission for Education Scotland to retain my contact details (in line with our privacy notice) for the purpose of long-term programme evaluation. This may include, as examples, an online survey, a request for a case study or a focus group invitation. | | ☐ |
| I can confirm Education Scotland has permission to share the completion of this learning with my employer. | | ☐ |
| Signed (typed name / electronic signature): |  | |
| Date: |  | |

Please [complete this short form](https://forms.office.com/pages/responsepage.aspx?id=R3T3DoMQ7E24nyfHZQdoQFeyMyDKizBDoRDOabFlwLZUMDQ3MEpNMU5JRE1LN1NZT1U4Qkw5N0pJTy4u) to receive information about Education Scotland’s professional learning and leadership programmes and events.

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**Your Change Initiative**

You should write about the change initiative you led, including how your learning from the PLAs informed your leadership, and what the impact has been (or is expected to be).

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| **Start with the why:**  What was your change initiative? Why did you choose it? What was the intended impact on learners and/or colleagues? *There should be no other names or personal identifiers in this submission*.  (Minimum 100 words.) |
| **What was the learning?**  What were your key takeaways from the PLAs? In what ways did your learning from them influence your leadership of this change initiative?  (Minimum 150 words.) |
| **What was the approach?**  What approaches did you take to the change initiative and why?  (Minimum 150 words.) |
| **What were the challenges?**  What blockers did you face and how did you overcome these?  (Minimum 100 words.) |
| **What has been the impact?**  On you, learners, colleagues, others? If the impact of the initiative is yet to be seen/measured, what impact do you expect, and how will you know? Any unintended outcomes?  (Minimum 150 words.) |
| **What are your next steps?**  What are your next steps with the initiative and/or your own professional learning? (Minimum 50 words.) |