** Framework for Implementation – Nurture**

**(Adapted from Fixen et al, 2009)**

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| **Stages of Implementation** | **Core component**  | **Possible Tasks** | **Where are we now** | **Next steps** |
| **1. Exploration & Adoption** - Getting ready for change | **Readiness and commitment (Needs Analysis)*** **Collect data**
* **Gather views**
* **Readiness for change**
* **Involve stakeholders**
* **Evaluation measures**

  | *Use a readiness checklist to assess readiness for change**Gather data from school – SIMD, exclusions, attendance, ASN referrals**Consult with stakeholders on their views on needs of school**Decide on evaluation measures to be used* |  |  |
| **Developing a clear vision*** **Research evidence**
* **Goodness of fit (evidence and data)**
* **Linking to policies and practices**
 | *Look at research evidence into Nurture Groups/ Nurturing Approaches**Decide on whether a NA and/or NG best fits needs of your context**Carry out a SWOT analysis**Link with school’s current ethos, priorities, plans* |
| **Implementation Group (timeline, vision, etc)** | *Set up an Implementation/Steering Group (consider who to invite)* |
| **2. Installation** - Capturing hearts and minds | **Building knowledge, understanding and confidence****Staff selection*** **Identify appropriate staff to support training, implementation, etc.**

**Pre and In-service Training*** **Awareness raising (all staff)**
* **SMT involvement**
* **Indepth training for implementation group**
 | *Identify the key staff who will take forward training for staff – in whole school and targeted approaches**Arrange an awareness raising session for all staff on Nurturing Approaches**Ensure that all SMT have an understanding of a NA**Arrange for additional training for those who are more involved in the implementation of Nurture* |  |  |
| **Organisational Structures****Resources*** **Financial, organisational, human**
* **Physical capacity of school**

**Consultation and Coaching*** **Who will coach**
* **How will they coach**

  | *Explore capacity within school to take NA/NG forward**Consider how you can access additional funding for either a NA or NG* *Apply for funding for staff/resources/training**Decide on who is best to take coaching forward, eg. Psychological Service**Explore whether LA has a model for coaching and support**Consider whether action research might support implementation* |  |  |
| **Policies and Procedures*** **Continue to check fit with school’s current plans and procedures – keep, rebrand or let go of those that don’t fit**
* **Include on School Improvement plan**
 | *Ensure that a Nurturing Approach fits with current policies and procedures – adapt policies that are congruent with this approach and rebrand or get rid of those that don’t fit with this approach**Include the implementation of Nurture on your SIP* |  |  |
| **Evaluation and Measurement** | *Decide on what measures will be used to keep track of progress - individual pupil HWB measures, staff attitude, environment audit, parent questionnaires, attainment* |  |  |

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| **3. Initial implementation**- Getting the ball rolling | **Developing Practice (focusing on the vision)****Whole School** (vision, roles, tracking, procedures, evaluations)* **Nurture Group** (identification and assessment, target setting)
 | **Whole school***Identify Nurture Principles that you will focus on**Train whole staff in Nurturing Approaches**Identify implementation group meetings/evaluation points, etc. in school calendar**Develop classroom practice around nurturing approaches – discuss these at staff meetings, PRDs, etc.**Decide on staff who will monitor progress and support implementation.**Discuss and implement nurturing approaches to support pupils – discuss at staged intervention meetings, etc.**Develop Nurturing communities within the school – break time buddies, family support, groupwork.**Discuss NAs and principles at staff meetings, assemblies****Nurture Groups****Timetable NG staff time for assessment, NG classes, etc.**Gather assessment data on children. Discuss children to be included in NG – set up appropriate selection processes**Consider how to allow time for mainstream teachers and NG teachers to liaise.**Liaise with parents/carers**Set clear targets for NG children and review regularly.* |  |  |
|  | **Problem identification and solution finding*** **Accept barriers/problems as part of process**
* **Provide opportunities to discuss these and find solutions**
* **Continue to gather evidence and data and ensure decisions are based around these**
 | *Ensure coaching/mentoring procedures take place to share successes/ problems**Set up opportunities to share classroom experience – teacher learning conversations**Set up networking opportunities for staff or embark on an action research group to monitor and evaluate practice**Continue to evaluate and measure impact* |  |  |
| **4. Full Implementation**- Making it natural | **Gaining Momentum*** **Leadership – keep on agenda**
* **Share aims with all**
* **Update policies**
* **Information sharing**
 | *Ensure the aims of the intervention are understood and shared by all staff, pupils, parents/carers and the wider community including partner agencies. Develop a communication/information sharing strategy.**Key members of staff should model the approach* – use the relevant language*Keep on SMT agenda**Update whole staff, pupils Parent Council on progress using a wide variety of communication channels.* *Development of an information sheet or information on the website on Nurturing Approaches for parents/carers* |  |  |
|  | **Continued Training and support for whole school community*** **Learning rounds**
* **Involvement of children/yp**
* **Involvement of parents/carers**
 | *Follow up on whole staff training by providing more detailed, needs led training**Provide opportunities for staff to observe others lessons (learning rounds)- see Observation Profile**Introduce Nurturing Approach and Nurturing Principles to children/yp and parents/carers.* *Highlight and share innovative practice* |  |  |
|  | **Monitor and Review Progress*** **Continue to gather evidence in relation to progress/impact**
* **Embed in systems – use language**
 | *Use action research or other evaluative measures to ensure that changes have had an impact**Make changes and adapt where necessary**Use language associated with a Nurturing approach* |  |  |
| **Sustainability** | **Planning for short and long term*** **Plan for ongoing evaluation**
* **Maintain and review systems**
* **Ensuring planning for long term sustainability**
 | *Update evaluations in line with how NA is developing**Use self-evaluation to ensure implementation is going well and look at next steps**Discuss succession planning for different roles – eg. NG teacher, NA lead.* |  |  |