Reviewing change: the benefits and steps

Change happens all the time, in different ways, and for different reasons. Implementing KidsMatter involves many steps and can lead to a number of changes at your service.

They might be small, large, personal or organisation wide. Some occur easily; others take more time, planning, and effort. Sometimes change can be easy to recognise. Other times because the change is gradual or subtle it is less noticeable. Some changes are unintentional, unexpected or in response to an event.

You may have made changes in these areas:
- Organisational culture
- Physical environment
- Systems and processes
- Attitudinal shifts and increased knowledge
- Increased knowledge about mental health
- Making more time for reflective conversations
- Thinking about how you get to know children and families
- Making different curriculum decisions

Benefits of reviewing change

Reviewing how your team managed a particular change can help:
- prepare for future change
- identify if the change made a difference.
- assess if the change achieved what you wanted it to achieve

Looking back

Implementing KidsMatter involves many steps. Some may have been easier to do, whilst others required more time to put into action.

When looking back at how your team has managed changes consider:
- your vision for change
- skills that supported the change
- how you motivated your team to get involved
- helpful resources
- how you developed your Action Plan.
Looking forward

Looking back can help you look forward too. Celebrating successes and acknowledging achievements is motivating and considering the change processes used assists to avoid or prepare for unexpected hiccups in the future. Reflecting on your most recent experience of change helps your planning for future changes.

You could consider:
- what you did well
- if, or why, some elements of change were easier to implement than others
- what, if anything, you would do differently
- how you celebrated your achievements

Tips for successful change

Keep everyone involved in ongoing conversations to maintain a sense of whether you are heading in the right direction.

Take the time to review as a team, where you have been, where you are up to and where you are going. This helps everyone feel ownership over the whole change process.

You can consider this in terms of both the change itself and the processes used to achieve it.

Aspects of the change to consider include:
- the decision behind choosing this change
- expectations about the change
- any surprise outcomes resulting from change
- whether the change is embedded in everyday practice
- the next steps

Aspects of the process for consideration include:
- what went well
- how you communicated planned changes to others
- what, if any, challenges came up
- how your ECEC community was encouraged to get involved
- the reception of others to the change
- the steps put in place to monitor progress along the way

Read more about making change successful.

Practical steps to measure change

Processes for noticing, reflecting on and responding to change have many benefits. You might consider:
- A review meeting with educators, staff, families and children to reflect on the changes
- Reviewing your Action Plan and/or Quality Improvement Plan
- Visually represent changes that have occurred in your service
- Redistributing your staff and family surveys and compare with initial survey responses

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Reflective Questions

- Think about a change you have made recently in your service. You might like to use the questions above to review this change.
- Would you communicate these changes differently if you had another opportunity?
- Have you thought about how you might share your learning about change with other services?

Is there anything you need from your Facilitator?

You can call, email or arrange a video conference with your Facilitator, or get in touch on our Facebook page.

More Information
