

# EXPLORING THE BIG PICTURE

## IS THE BIG PICTURE DESIGN FOR US?

The Big Picture design for school is a profound change in our approach to student learning. Implementing it requires a long-term commitment (at least five years) to a journey of exploration and implementation of, and reflection on, significant changes to teacher and leader practice. It takes time to change our practice and build the necessary culture and structures to support the work. It takes time to build alignment and coherence, leadership and sustainability.



It makes sense to firstly explore the Big Picture design and assess the school readiness for uptake before deciding on the best course of action. This phase allows the school and Big Picture Education Australia (BPEA) to look at the feasibility of working together to bring about change.

This phase is the compulsory first step for becoming engaged with BPEA. It will take time, but normally, no more than one school term.

In this phase:

- The school joins BPEA for one year.
- The BPEA design consultants work to fully understand and appreciate the school as it is now.
- The school leaders and staff begin to explore and learn about the Big Picture Education design.
- The school leaders and BPEA explore possible starting points using information that is gathered.
- Together, the school and BPEA make plans for the work over time and how they will work together.

Every context is different. Every school has a different starting point. But the work is likely to include:

- Some one-on-one meetings with the Principal.
- Analysing the school strategic plan and school resource arrangements.
- Small-group meetings with key staff.
- Conversations with other interested people in the community.
- Taking time for observation of the school as it is now.
- Planning meetings with the School Executive.
- A visit to another Big Picture school.
- An introductory workshop with staff.

There will be at least two school visits for a total of 5 days by the BPEA consultants. Emails and phone/skype advice will be provided along the way. It will take time to draft a plan. This work by itself will generate a significant body of information that will help the school clarify its purpose, focus and approach.

Next, BPEA will provide a report to the school with recommendations for future action. The school will choose whether or not to take up the offer of continuing to work with BPEA in the redesign phase. If the offer is accepted, then the school and BPEA agree to develop:

- A Memorandum of Understanding, and a
- Service Agreement.

These documents will describe the plan for the school.



There are a number of options that will be explored together in the redesign phase:

- A brand new or 'greenfield' Big Picture school.
- A whole school converting to Big Picture.
- Big Picture 'academies' within an existing school.
- A Big Picture 'inspired school'.
- A Big Picture 'inspired academy' within a school.

## INDICATIVE COSTS

### BPEA School Members:

- **\$12,000 (exc GST)** School with more than 10 staff:
- **\$8,000 (exc GST)** School with 10 or fewer staff

*Travel and accommodation costs for BPEA team to be added.*

## Contact us to start the conversation.

Address: Big Picture Education Australia  
PO Box 544 Strawberry Hills  
NSW 2012  
Phone: (02) 9590 5341

Email: [info@bigpicture.org.au](mailto:info@bigpicture.org.au)

Website: [www.bigpicture.org.au](http://www.bigpicture.org.au)