

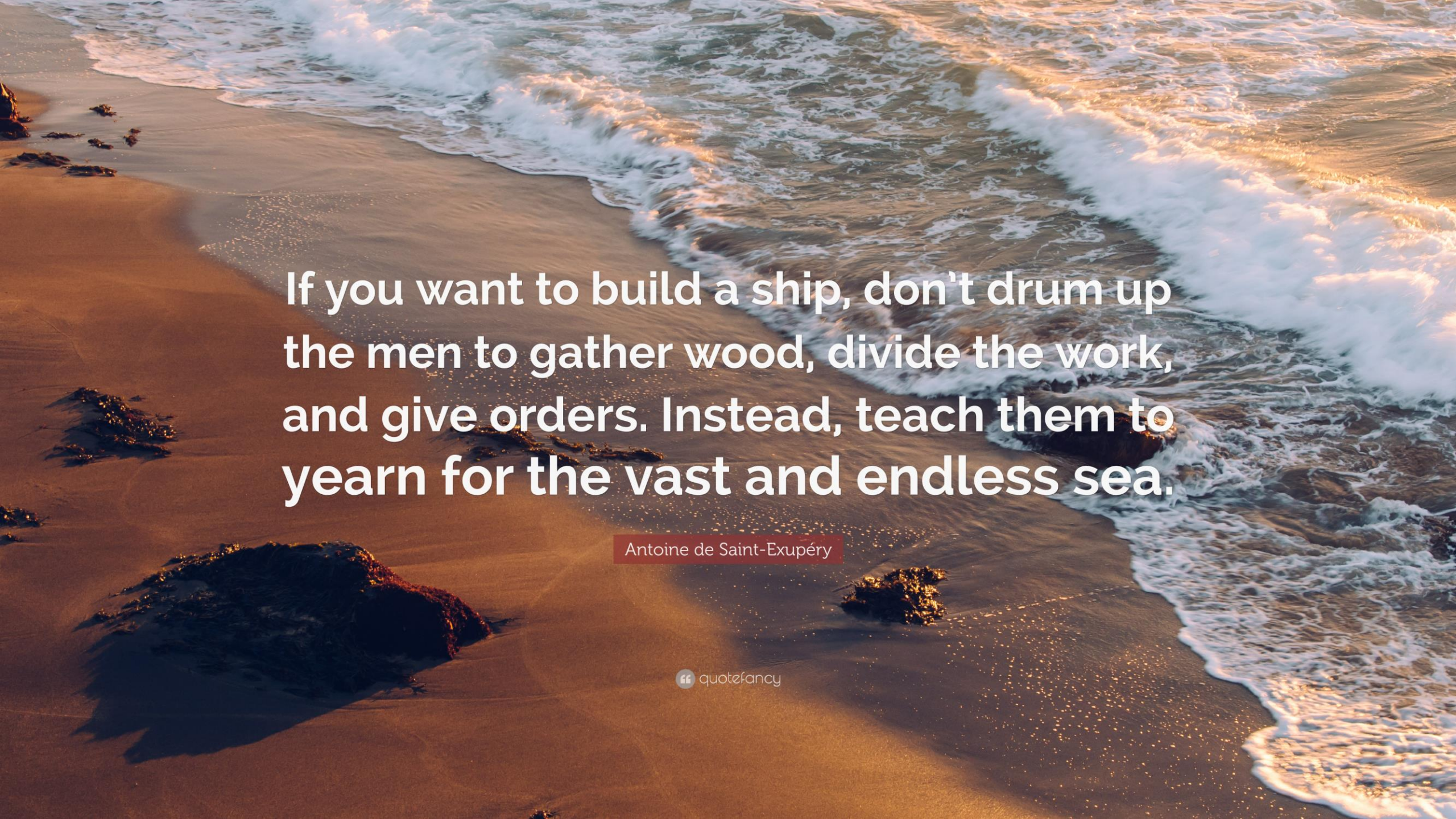
# Working Together on School Attendance

Who Do We Need and How to Make a Good Start



**STERKE  
KINDEREN**

SAMENWERKINGSVERBAND VO NOORD-KENNERLAND

An aerial photograph of a beach at sunset. The ocean waves are breaking on the shore, creating white foam. The sand is wet and reflects the golden light of the setting sun. There are some dark rocks scattered along the beach.

**If you want to build a ship, don't drum up the men to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea.**

Antoine de Saint-Exupéry

# Movie (4.17 minutes)

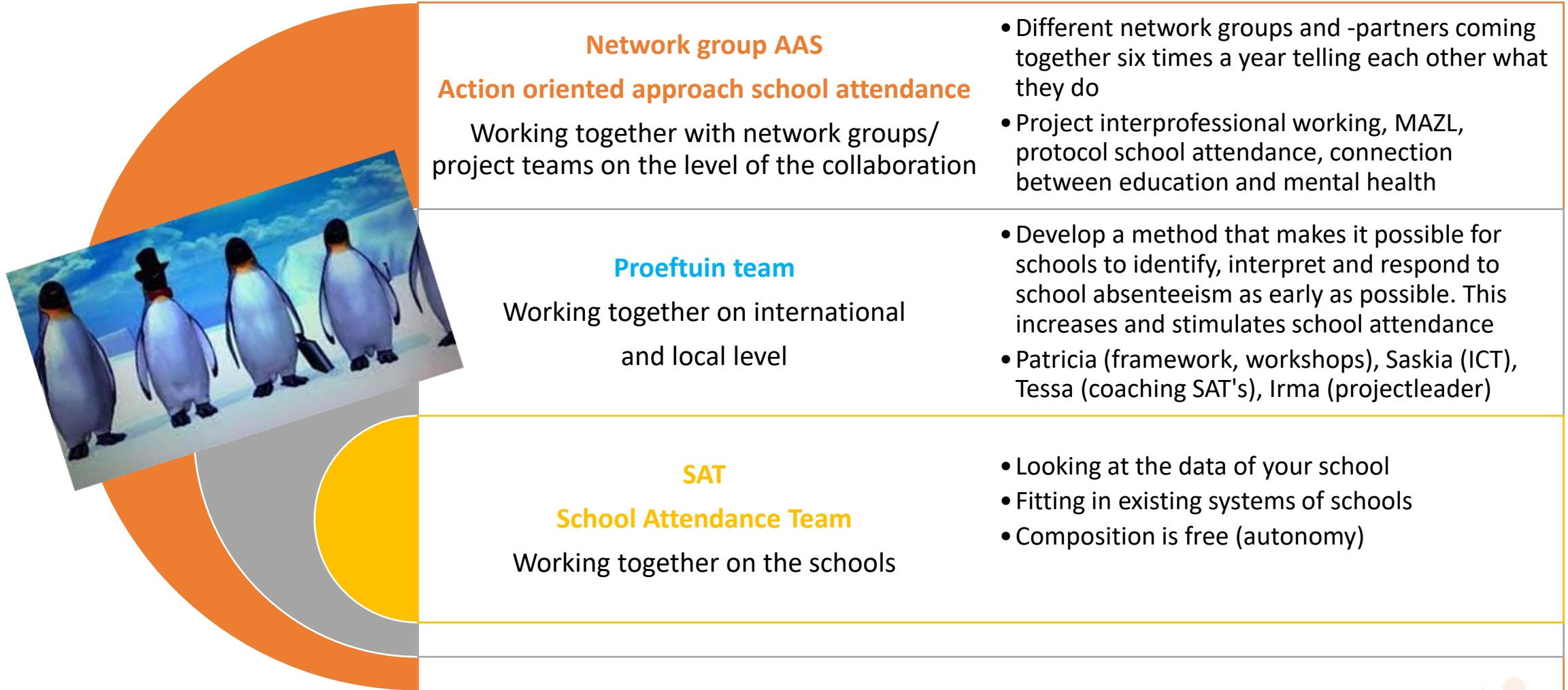
Making waves for school attendance in the region of North Kennemerland



# Identifying the problem



# Step 1 Putting together a guiding team



# Step 2 Creating a Sense of Urgency

*Help others see why change and immediate action are needed*

## Collaboration-level

Four times a year we talk about the Tier 3 of all schools with all partners

## Proeftuinteam-level

Workshop Patricia

Telling what absence means in the future

## School-level

Analysing data on school-level



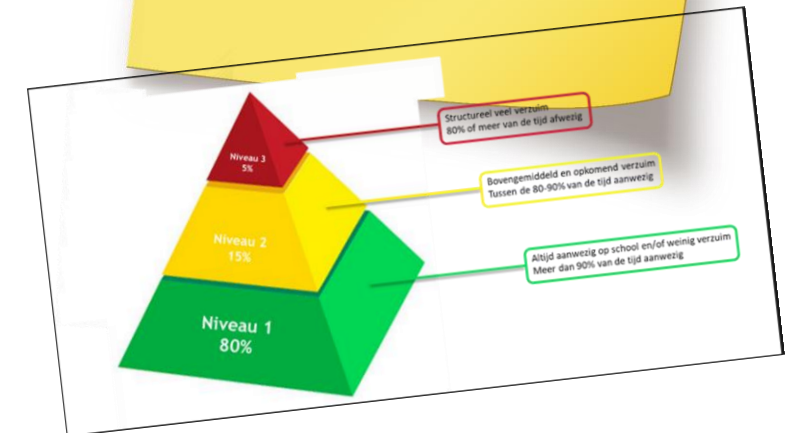
# Step 3 Getting the right vision and strategy

*What are we going to do?*  
*How are we going to do it?*

- Protocol of school attendance
- MD-MTSS
- Plan of the proeftuin (workshops, SAT, data)
- Kick-off on school with coach and project leader



A great vision will give people a sense of accomplishment, a sense of autonomy and ownership and a sense of pride



# Step 4 Communicating for understanding

- Movie
- Poster
- Communication on different levels

-Workshops

-Data





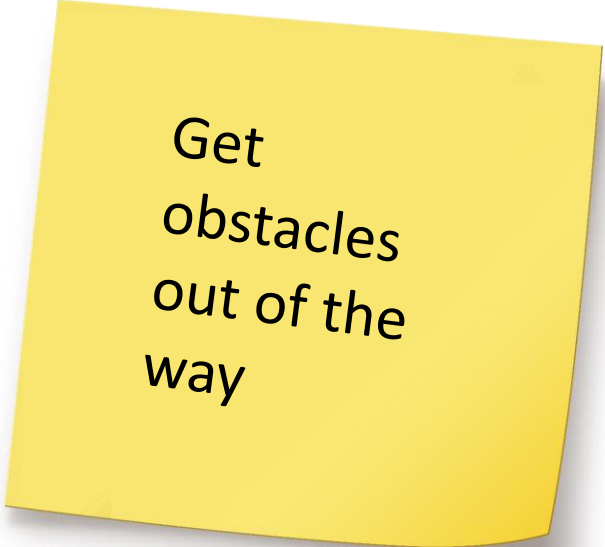
# Reactions

- That's a lot of work
- Mentors do not register absenteeism properly
- Mentors don't have time for this
- I don't have time for it
- Why does this have to be done?
- I have other priorities



# Step 5 Empowering others to act

- Autonomy is the key-word  
'You can do it in your own way, in your own pace'
- Fitting in existing systems
- It's not extra but different
- Talking with school leaders and tell them to facilitate mentors and team leaders
- Offer to train mentors in how to conduct attendance conversations



Get  
obstacles  
out of the  
way



# Step 6 Winning a short term win

-Show results of the data of different schools

-Make a movie of what you accomplished

-Write newsletters



# Step 7 Don't let up

Coach the school attendance teams

Ask for action plan of every SAT

Ask for data every month



# Step 8 Creating a new culture

Stick to new approaches and make sure they deliver results until they are strong enough to change the old approach

Go slow to go fast

Start small







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