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Elementary Director Gertine Hazel about the master training Jay Marino

"The children get focused, engaged and curious"

Dr. Jay Marino gave in September 2012 the master training Leading Continuous Improvement at Expertis Amersfoort. For Gertine Hazel gave training exactly the floor and input that she needed for her school. The concrete instruments to all form, in practice prove very useful.



Gelderland School in The Hague has 245 pupils and 32 team members. The school has been working to improve education quality. For that, the PDSA cycle (Plan-Do-Study-Act) is used. Director Gertine Hazel: "But the necessity to work more yield-oriented was increasing I felt that the training of Jay Marino could give the correct input is important teaching to send out data, but also so that together with the students.. to do. Our 'development

oriented education' has a parallel with his approach to Continuous Improvement. Children have both visions a voice and a place. "Dr. Jay Marino is an international authority in the field of yield-oriented work in education. in 2012 established Leadership Center Expertis hosted his training and organized that a large group of executives.

Professional learning community

Gertine Hazel, who attended the training along with its internal supervisor, the building was very wide - from a sketch of social developments to practical tools for the classroom. "The participants went through as a group the same steps as a school does with students. How do we deal with each other? What is our mission and what are our goals? That aloud repeat every morning of your mission is indeed very American. But concepts like ' shared leadership 'and' professional teamwork in our school have been given a place. "

Three professional learning communities already operating in the Gelderland School, with topics as mathematics education, teaching spelling, and in upper effective use of time and posture. "The two terms that I've really been picked up during training 'ownership' and 'individual responsibility'. The teachers themselves will collect data in their learning group and find out what steps are needed to improve education."

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Continuous improvement in the class

Various tools help to give this process of continuous improvement form. For example, the 'radar chart, a tool that captures the subtopics at the start of work on a topic and the score of the current situation. Or "plus delta, which reflects strengths and weaknesses of a theme at each team meeting, as well as suggestions for improvement. "That last was missing before," says Hazel Gertine. "The team now has more responsibility, everything is much more concrete. The awareness that education from data sent and must be

determined is increased. "

As the team has now also started a school data wall "in the meeting room. This will show all results from Cito test and the pupil, and the conclusions. Two groups also have a data wall. Then shows how many letters the students already know and when the other letters are next. "The goal is thus visually. The children become focused, engaged and curious. Moreover, it is in the basement or search for balance. It can also work well to not give the targets in advance so explicitly again. The element ' discover 'is stronger than in. In the upper plays less, which is anyway yield-oriented. "

In any case, this training has yielded the Gelderland School deepening the PDSA cycle. The concrete tools for the different phases form and content, thereby form useful tools.

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Response Advisor Jan Polderman

Gertine followed by the master training provides educational leaders all the tools to get started with continuous improvement. In study trips to America, we have to see what brings continuous improvement within schools: involvement, process ownership at teacher and



student. Connection at all levels, professional learning communities, excellence and quality. The training is part of the project Jay Marino's Excellent Schools. In this project we help schools as a team to achieve a continuous process of improvement. We want to make this knowledge accessible to as many Dutch schools. We do this through a number of training courses that can also be custom made. Jan Polderman, Director Rural Leadership Center Expertis

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