

## From the fridge door to a mindset shift

### **Capabilities & Learner Profile**

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I believe that mindset is the most significant change for teachers and students.

It is important to consider change management because we don't want to overload our staff and students with work. Halfway through the year we ran a 'fridge door' activity with teachers, where I explained the Learner Profile and used sticky notes to record their questions. I then took each note from the fridge door and answered them. Having the opportunity to ask questions helped them feel more confident with the capabilities.

The main concerns included:

- "Is this another thing to do?"
- "How do I trust colleagues across SA?"
- "How do we get the information from the students' extra-curricular or personal experience?"
- "I don't want my staff having to phone the baseball coach at 4:30 in the afternoon."

My passion for Learner Profile supports mindset shifts because I can genuinely convince my colleagues of its worth. I can reassure them that it won't be extra work for teachers but will involve having regular meetings to look at capability assessments.

As the new team has taken the Learner Profile forward, it has become much clearer. I am now able to explain the pilot to new members of the team because I had the same questions when I first started.

I will be more confident moving forward, especially when it has more structure and stability. When people know what the plan is they have higher confidence and faith in the process.

The most significant change for me is my increased confidence and understanding of what the Capabilities & Learner Profile means, and passing that on to the rest of the team.