

The Lean Monitoring Program Syllabus

Duration: Three 2-hour workshops delivered across the program window.

Format: Interactive, focused digital workshops, facilitated live.

Approach: Simple, practical, and immediately applicable skills for the people you lead.

PROGRAM OVERVIEW

Right now, your team is investing enormous energy in improvement – leadership time, professional learning, and the goodwill of staff you've asked to change their practice. But there's a question every school leadership team has to be able to answer: is it working?

For most teams, the honest answer is "we hope so." The results that matter take twelve months or more to show up in the data, and in between sits the messy middle – where months pass without knowing whether the work is on track, and "how's it going?" gets answered with impressions rather than evidence.

The Lean Monitoring Program teaches your team to track the early, visible signals that your strategies are taking root or quietly drifting – months before the outcome data arrives – and to adjust while you can still do something about it. You'll work on a real improvement priority from your own school, using field-tested, practical tools. No new data systems. No statistician required.

Just simple routines that normal people can actually do, and that tell you where your improvement work is really up to.

WORKSHOP OVERVIEW

WORKSHOP 1: Predict

Define the early signals that your strategies are working.

Most improvement plans only name outcomes that are months or years away, which leaves teams with nothing to check along the way. In this workshop, you'll set up the practice of Lean Monitoring for a real priority from your school: identifying the early indicators that would show your strategies are taking root, and committing as a team to what you expect to see, by when.

Participants will learn to:

- Understand why the middle of an improvement journey is so hard to read, and what to track instead of waiting for outcome data
- Distinguish lead indicators from lag indicators, and identify the early signals of progress and warning signals of drift for your current priority
- Choose a small set of indicators that are simple to track, genuinely predictive of later results, and within your team's influence
- Use the Impact Canvas, supported by the Indicators Cheat Sheet, to map your priority and set clear expectations for the term ahead.

WORKSHOP 2: Collect

Gather the evidence you need.

Knowing what to look for is one thing; finding out is another. This workshop builds a realistic plan for gathering evidence about your indicators – one your team will actually run. The focus is on speed and simplicity: quick methods, existing data, and collection that fits inside an ordinary school week.

Participants will learn to:

- Identify the two or three pieces of information that will tell you the most about whether your work is on track
- Apply five fast, low-burden collection methods: pulse-check surveys, informal observations, quick conversations, document checks and existing data
- Audit the data your school already collects and put it to work before creating anything new
- Use the Data Capture Card to build a collection plan with named people and dates attached

WORKSHOP 3: Analyse

Turn your evidence into insights and next steps.

Collected data changes nothing on its own. The final workshop closes the monitoring loop: you'll learn to facilitate the team conversation that turns evidence into action – making honest sense of what you've found, deciding what to do next, and locking in the routines that keep monitoring going long after the program ends.

Participants will learn to:

- Run the Retrospective with your team: capture progress, review the evidence, and draw out the lessons
 - Spot the patterns in your evidence – where the work is landing well, where it's patchy, where it hasn't started – and understand what it's telling you
 - Decide your next steps with confidence: persevere, adjust, intensify support, or change course
 - Use the Lean Monitoring Planner to build monitoring into your team's calendar and improvement rhythms for the year ahead.
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