

Phase 1: Get key organisational enablers in place
(at least to an acceptable level of functionality)

- 1. Energized and Confident Principal**
- 2. Aligned and Cohesive School Management Team**
- 3. Energized Teachers**
- 4. Parents and Community Engaged**

Phase 2: Mobilise all stakeholders around the vision:
Radically improved Grade 3 Literacy

Vision for the future (owned by school community)

Phase 3: Assessment of where we are today (in relation to the vision of the future and agreement on what to focus on for the next year)

Priorities 1-4 (owned by SMT & SGB)

Phase 4: Develop implementation plan for Priorities 1-4

Implementation Plan (WHO, WHAT, WHEN)

Phase 5: Implement the plan

Improvement (with measurements)

Phase 6: Evaluate impact achieved

