

Theory of Change



What is the Theory of Change?

Setting up a Theory of Change, which is more of a tool than a theory, is like creating a roadmap that outlines the steps according to which you plan to achieve your goal(s). It helps you assess whether your work is contributing towards achieving the impact you envision and if there are any other additional methods you should consider using. [You can read more about the Theory of Change here.](#)

Like in any institution it can be difficult to create change in a school, such as introducing digital formative assessment. For instance, teachers have their own habits and practices that work well for them. On the other hand, trying something new means that they need to dedicate time to learn and test it and be ready to learn from their mistakes and adapt. There needs to be an incentive and supportive conditions for them to go through this process. Planning a roadmap can help school leaders to anticipate the steps they need to take to encourage teachers in testing and adopting new practices.

Teachers are only one target group impacted by a new practice in school. Similarly, students might be used to have more frequent graded tests and might feel a bit lost when they are asked to do more active learning. Parents might be worried that students may not get well-prepared enough for standardised final tests. The roadmap can help planning all the steps/actions addressing each target group.

How to fill in the template?

The template is basically used to plan your actions to create change. This change can be aimed to address a challenge in the school. Therefore, it is a prospective exercise. For instance, the problem you/your school is originally trying to solve could be “to develop 21st century skills of the students”, or “to help students become better learners”.

It is very important that you describe the concrete actions that you will take (have taken) to solve this problem, e.g. having a team in school that can do workshops for teachers to help them with IT skills and tools.

To fill the template, you can either use the “Fill” feature of your PDF reader or write the answer to each section in a separate Word document.

What is the problem you are trying to solve?

Who is your key audience?

What is your entry point to reaching your key audience?

What steps are needed to bring about change?

What is the measurable effect of your work?

What are the wider benefits of your work?

What is the long-term change you see as your goal?

Start here

KEY ASSUMPTIONS