



Leading the Mentally Healthy School: What you do - what you want



What are you doing already?



The 3 best things you're already doing:

■ ...

■ ...

■ ...



What would make it even better?



■ ...

■ ...

■ ...



The best place you've ever worked



What made it so?

1. ...

2. ...

3. ...



The worst place you've ever worked



What made it so?

1. ...

2. ...

3. ...



Group the Post-Its



- ...into groups with the same underlying dimension/theme/concern
- Try to have as few groups as possible
- Give the groups of post-it's a name that reflects this dimension/theme/concern



Kind - Unkind



Kind:

Having or showing a friendly, generous, and considerate nature

Unkind:

Inconsiderate and harsh to others.

[oxford dictionaries](#)

Kind



kind

Having or showing a friendly, generous, and considerate nature

What does kind look like in your school:

- to pupils
- between pupils
- between staff
- to parents



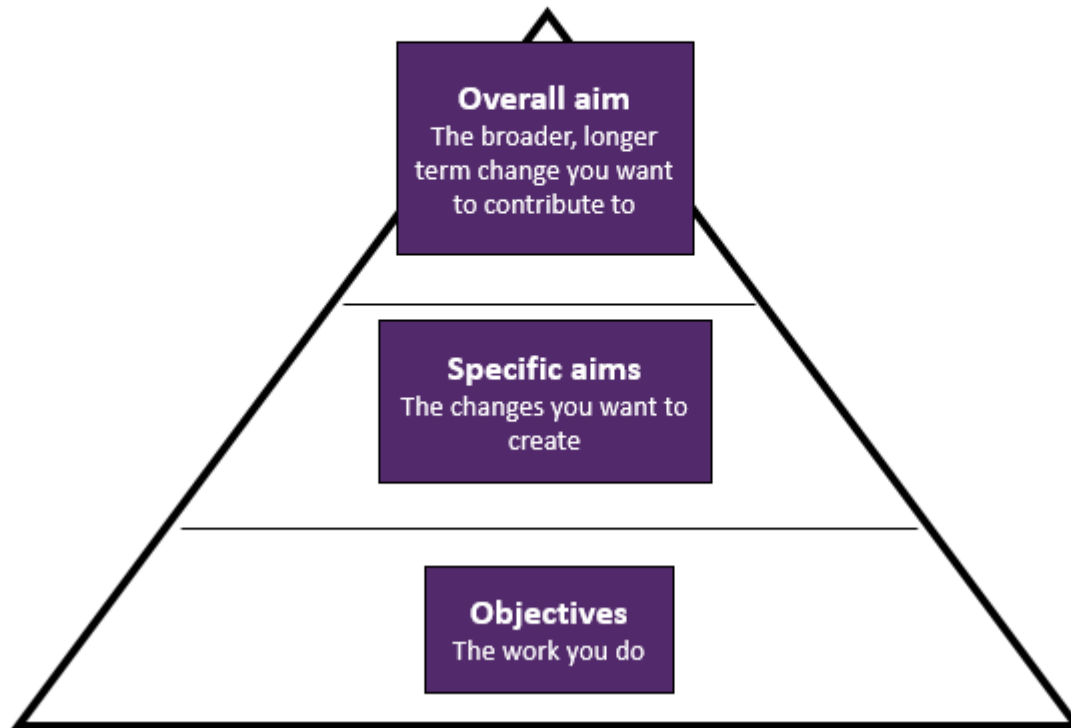


Creating a planning triangle



1 Get your triangle template ready

First, draw a triangle separated into three sections. You could do this electronically or on a large sheet of paper. The diagram shows what will go in each section.





2 Write your overall aim

Start at the top of the triangle, with your overall aim. This is the 'big change' that your organisation wants to be a part of. It's usually a long-term or broad change that you want to contribute to rather than one you will achieve single handedly.

Starting with your overall aim helps you focus on the change you want to create, rather than on the work you deliver.

Your overall aim is likely to be related to your organisation's mission, although you might need to clarify and review your mission's wording for the purposes of your triangle. Check if it needs updating, or is clear enough to be understood outside your organisation.



3 Write your specific aims

Your specific aims are short to medium-term changes you hope to bring about as a result of your work. They have to be achieved to support progress towards your overall aim.

Your specific aims should:

- articulate changes, using phrases such as 'to increase', 'to improve or 'to reduce'
- describe who experiences the change
- be expressed clearly and concisely – could someone who doesn't work for your organisation understand them?

Your specific aims should not:

- describe the work you will deliver



4 Write your objectives

Your objectives are things that you will do to achieve your specific aims. Consider what types of activity are most likely to help you achieve them. For example, if your specific aim was 'to improve the skills and work experience of ex-offenders', an objective might be 'to provide one-to-one support around writing CVs and job searches'.

Your objectives should:

- describe what you do, using phrases that focus on delivery instead of on change – for example, you might use 'to provide', 'to run', 'to offer' or 'to organise'
- link to at least one of your specific aims – it can be useful to draw lines on your triangle to show which objective(s) link to which specific aim(s). You may have one or more objectives supporting each specific aim, and objectives might support multiple specific aims.



5 Check your triangle tells a clear and realistic story

Your triangle should present a clear narrative of how your organisation makes a difference in the short to medium term, and the longer term.

Check that it is:

- **logical:** there should be logical links between the three sections of your triangle. Consider whether someone outside your organisation would be able to follow the story of how your work will create change.
- **realistic and achievable:** to the best of your knowledge (from your research or previous experience), will achieving your specific aims contribute to your overall aim? Will delivering your objectives achieve your specific aims? If you have an objective that doesn't link to a specific aim, perhaps it is not strictly necessary or you are missing a specific aim? If you have a specific aim that doesn't have any objectives linked to it, are there other types of work you need to consider delivering?
- **clear:** your completed triangle should be useful for describing the value of your work both internally and to the outside world. Make sure that it is free from jargon and acronyms.

