Building thriving school communities

Exploring disruptive change and timeless truths

Sophie Renton

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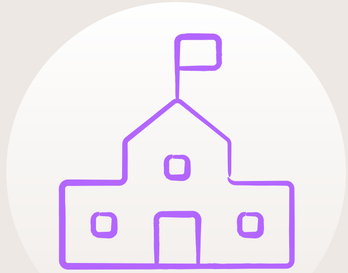
The impact of schooling



1,200 hrs/yr

SCHOOLING

x 13 yrs = 15,600 hrs

15,600 hrs ÷

2.5 hrs/week

SPORT

= 6,240 weeks (120 years!)

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BAKE STALL
BBQ
OFGS
BIG
BASH
OFGS
STAFF
CHILD ACTION
LANKA

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Hello, my name is

SOCIAL RESEARCHER

I LOVE EXCEL
memegenerator.n

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Building thriving school communities
Exploring the characteristics of highly engaged school communities

Seven Disruptors Impacting the Future of Education
Insights into the disruptors and opportunities shaping the future of the education sector
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Equipping students
to thrive in the new world of work
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Education Future
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The future of education
Insights into today's students and their future expectations
Value of Australian education
94%
The education sector has an important responsibility to help shape the future of our nation

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“

Change is the only constant in life.

— Heraclitus

4000 years ago

and we're back...

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Change fatigue

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Change apathy

“

The waves of change impacting the education sector are perhaps unequalled. Educational communities bridge the widest generational gaps, have to respond strategically to changing demographics, technological shifts and societal change.

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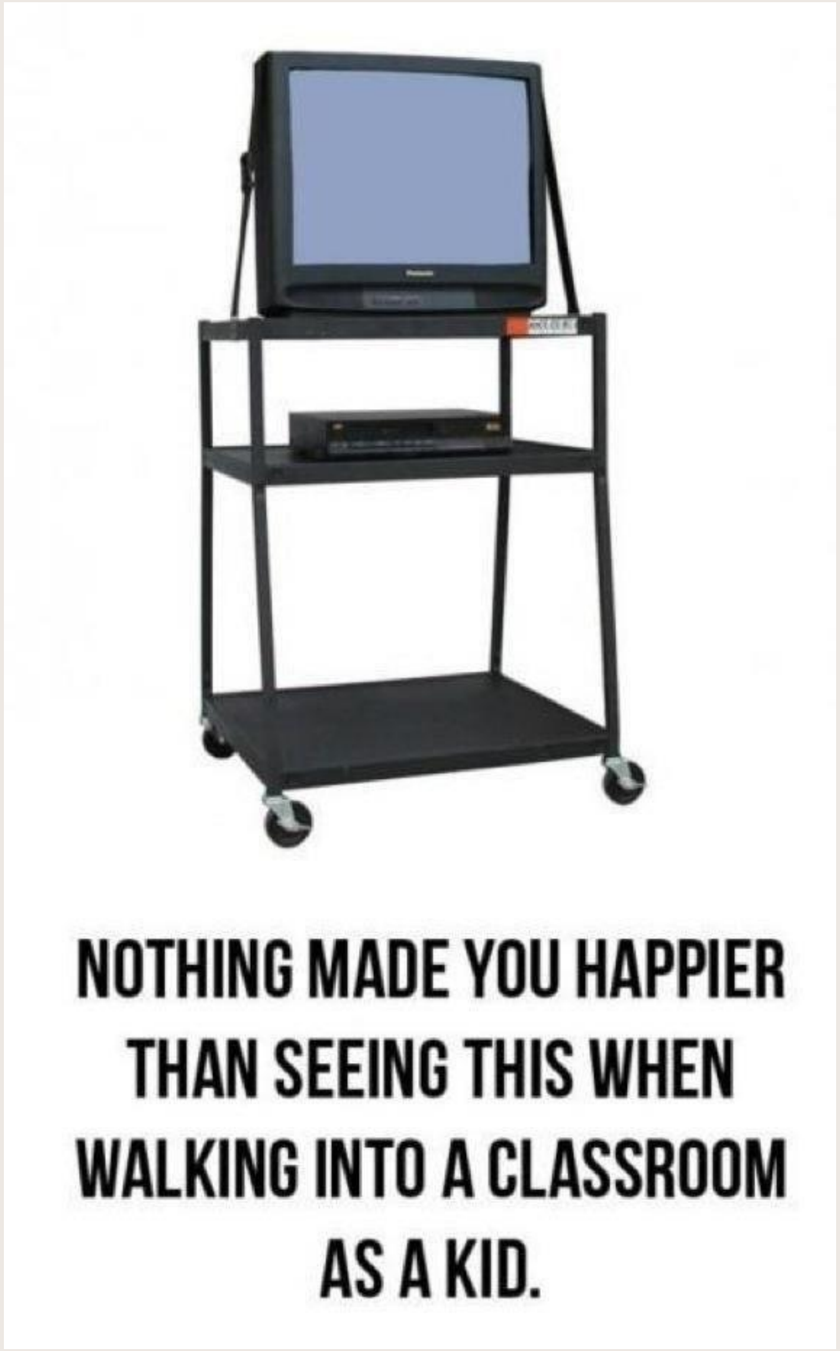

Disruptors to education

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SOCIAL CHANGE

- Schools
- Service clubs
- Churches and religious organisations
- Sporting organisations
- Workplaces
- Youth development organisations

STUDENTS

WORKERS

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SOCIAL CHANGE

Schools

Service clubs

Churches and religious organisations

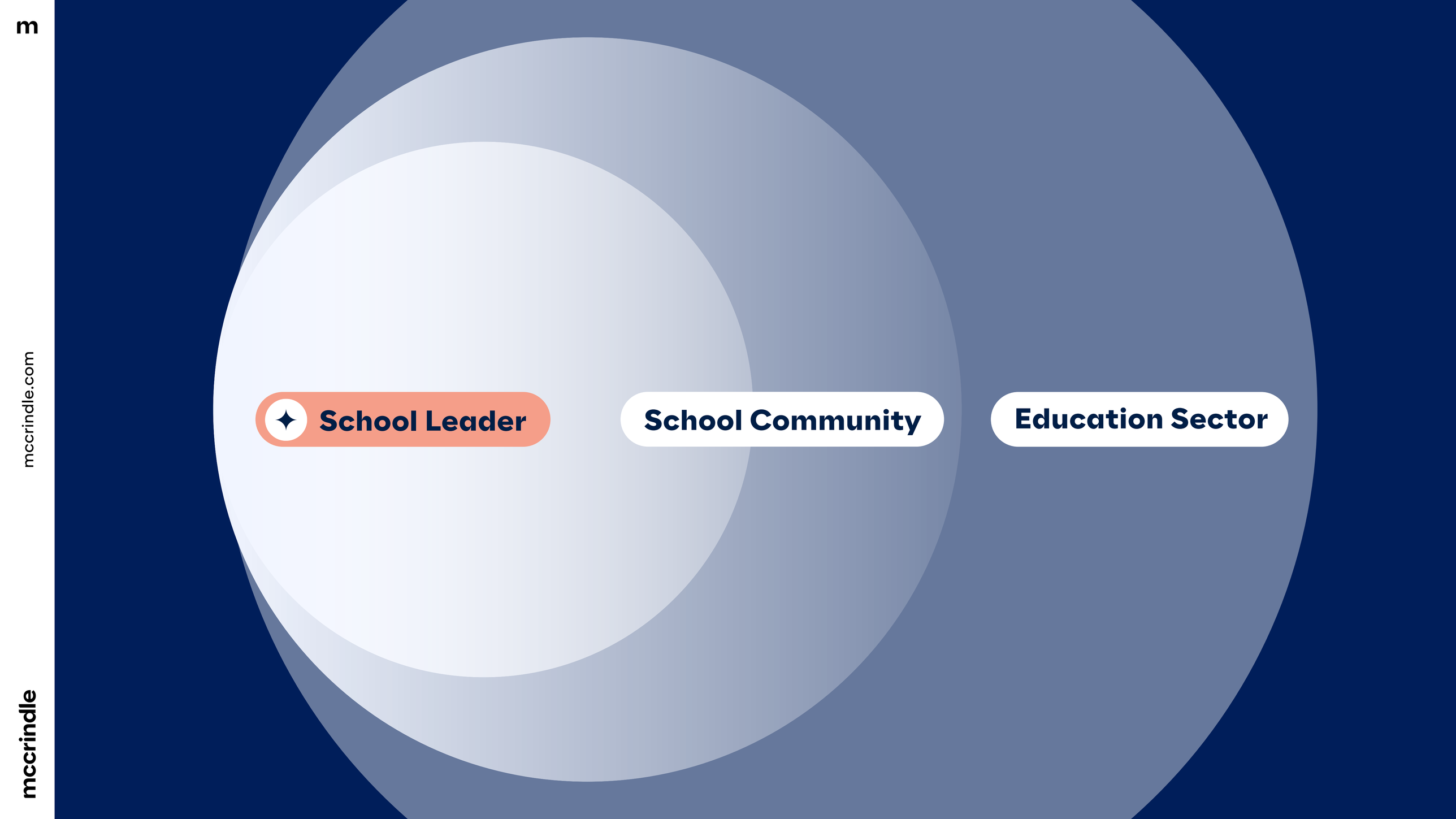
Sporting organisations

Workplaces

Youth development organisations

STUDENTS

WORKERS



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The best schools are nether educational institutions nor consumer-centric learning providers but authentic communities of learning, serving and belonging.

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The best schools are nether educational institutions nor consumer-centric learning providers but authentic communities of learning, serving and belonging.

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Insights from:

521

Teachers

557

Parents

350

Year 9-12 students

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Thriving Schools Index (TSI)

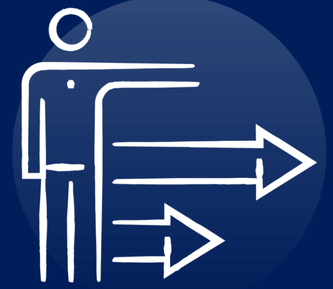
Student development

Teaching

Student wellbeing

Schooling experience

Connection and belonging



Leadership

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Parents have the strongest Thriving Schools Index score

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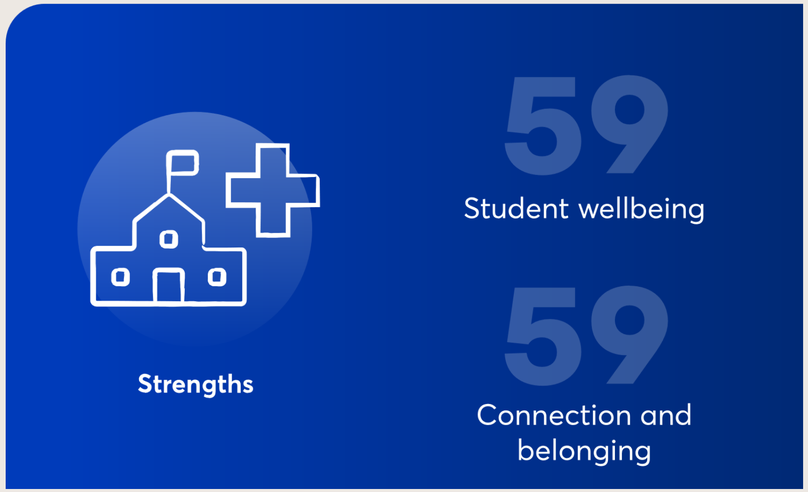
Thriving schools strengths and growth areas

Teachers



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Thriving schools strengths and growth areas

Teachers

Parents

Strengths

Teachers	Parents
59 Student wellbeing	60 Student development
59 Connection and belonging	59 Schooling experience

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Thriving schools strengths and growth areas

Teachers

Parents

Students

Strengths

Teachers	Parents	Students
59 Student wellbeing	60 Student development	49 Schooling experience
59 Connection and belonging	59 Schooling experience	44 Student development

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Thriving schools strengths and growth areas

Teachers

Parents

Students

Strengths

Teachers	Parents	Students
59 Student wellbeing	60 Student development	49 Schooling experience
59 Connection and belonging	59 Schooling experience	44 Student development

Growth areas

Teachers	Parents	Students
45 Student development		
45 Leadership		

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Thriving schools strengths and growth areas

Teachers

Parents

Students

Strengths

Teachers	Parents	Students
59 Student wellbeing	60 Student development	49 Schooling experience
59 Connection and belonging	59 Schooling experience	44 Student development

Growth areas

Teachers	Parents	Students
45 Student development	54 Connection and belonging	
45 Leadership	54 Teaching	

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Thriving schools strengths and growth areas

Teachers

Parents

Students

Strengths

Teachers	Parents	Students
59 Student wellbeing	60 Student development	49 Schooling experience
59 Connection and belonging	59 Schooling experience	44 Student development

Growth areas

Teachers	Parents	Students
45 Student development	54 Connection and belonging	41 Connection and belonging - Leadership
45 Leadership	54 Teaching	38 Teaching

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Characteristics of highly engaged school communities

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The characteristics of strong school communities

THE EXPERIENCE OF ENGAGED PARENTS

Strongly/somewhat agree	High engagement in the school community	Low engagement in the school community	More likely
Feel like they belong in the school community	92%	30%	3.0X
Believe teachers effectively cater for individual learning styles	91%	41%	2.2X
Believe strong partnerships are built between staff, parents and students to achieve positive student outcomes	95%	46%	2.1X

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The characteristics of strong school communities

THE EXPERIENCE OF ENGAGED TEACHERS

Strongly/somewhat agree	High engagement in the school community	Low engagement in the school community	More likely
Feel well supported by the school to provide a quality learning experience	74%	30%	2.5X
Trust school leadership	87%	40%	2.2X
Believe the school's leaders listen well	77%	38%	2.0X

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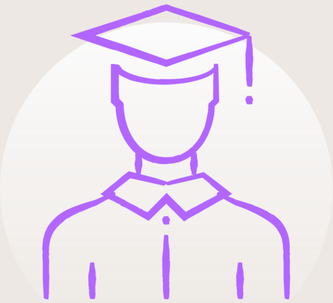
The characteristics of strong school communities



THE EXPERIENCE OF ENGAGED STUDENTS

Strongly/somewhat agree	High engagement in the school community	Low engagement in the school community	More likely
Feel proud to be part of the school community	89%	36%	2.5X
Feel like they belong in the school community	89%	40%	2.2X
Believe teachers curate a classroom environment that is conducive to learning and student participation	81%	43%	1.9X

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How do we respond?

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Build a school community where people feel like they belong

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The loneliness epidemic

59%

Feel lonely

often or sometimes

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Gen Z are more likely to feel lonely

Often/sometimes

71%
Gen Z

69%
Gen Y

58%
Gen X

40%
Baby Boomers

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82%

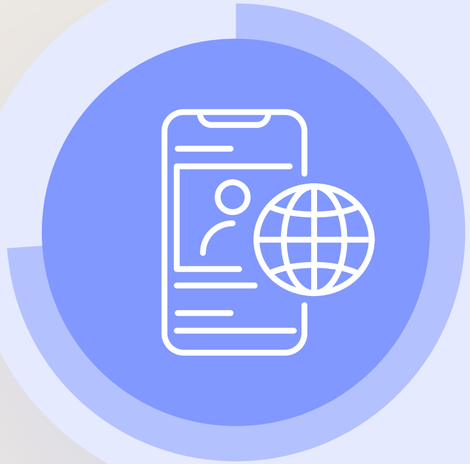
of students struggle with spending too much time on technology

Source: McCrindle, Education Future Report 2021

65%

of students agree social media is having a negative impact on their mental health

Source: McCrindle, Education Future Report 2021



74%

of students want to go off social media but haven't because they would miss out on knowing what is happening in the world around them

Source: McCrindle, Education Future Report 2021

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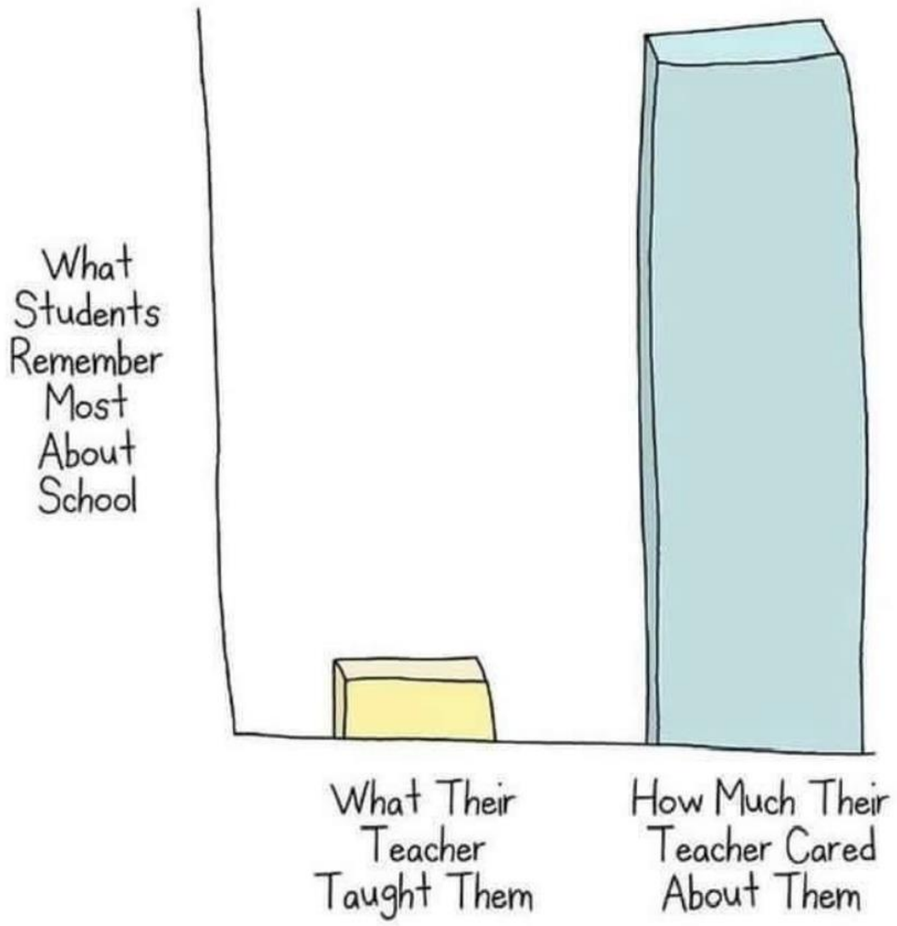

Provide a quality future focused learning environment

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“My husband asked me why I spoke so softly in the house. I said I was afraid Mark Zuckerberg was listening.

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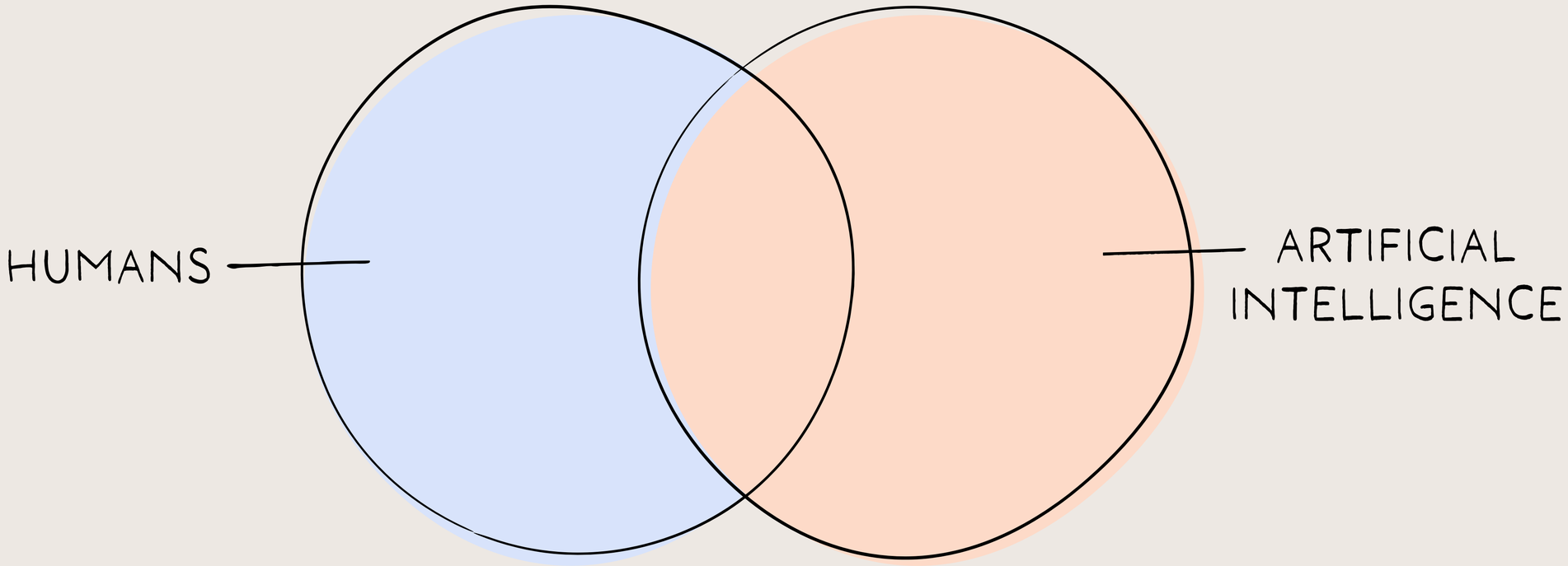
“My husband asked me why I spoke so softly in the house. I said I was afraid Mark Zuckerberg was listening.

He laughed.
I laughed.
Alexa laughed.
Siri laughed.”

Humanit-AI



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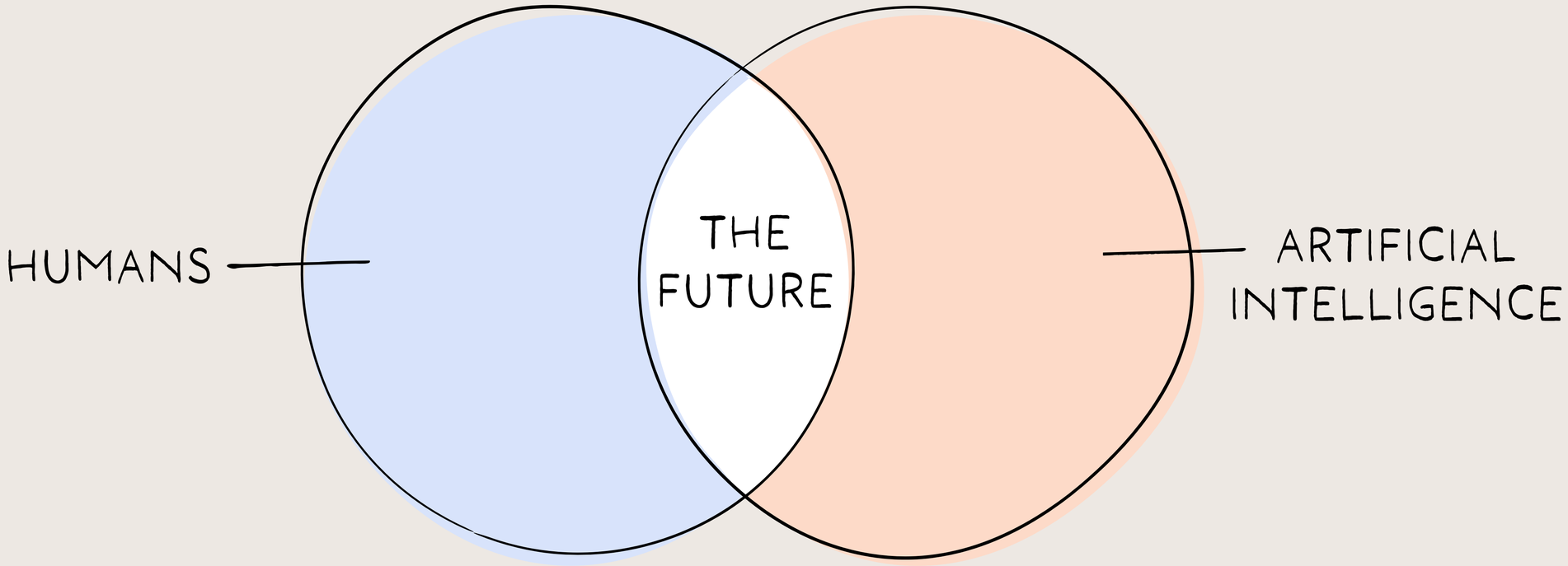
Humanit-AI



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65%

of children entering primary school today will end up working in completely new job types that don’t yet exist

Source: The Future of Jobs, World Economic Forum 2016

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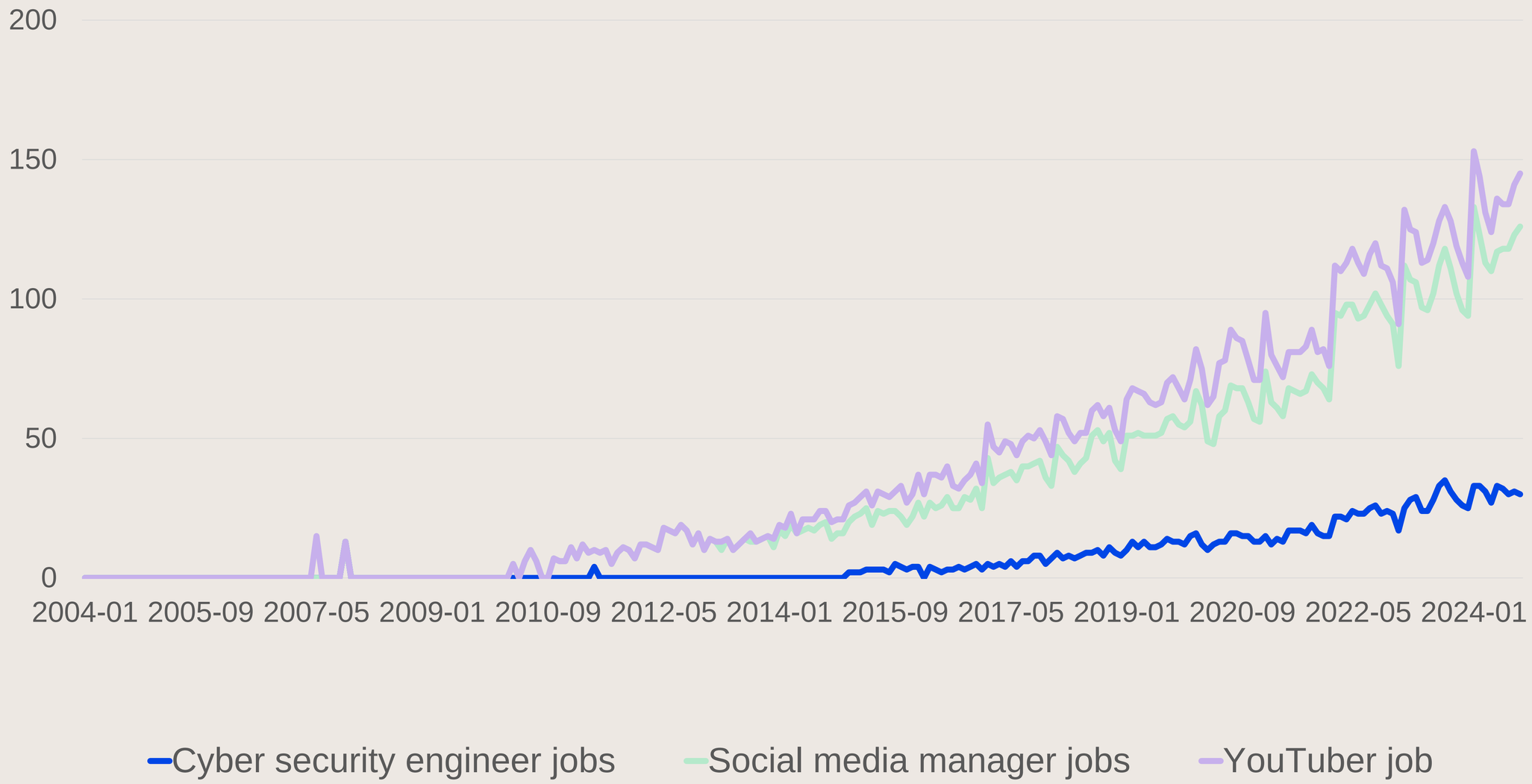
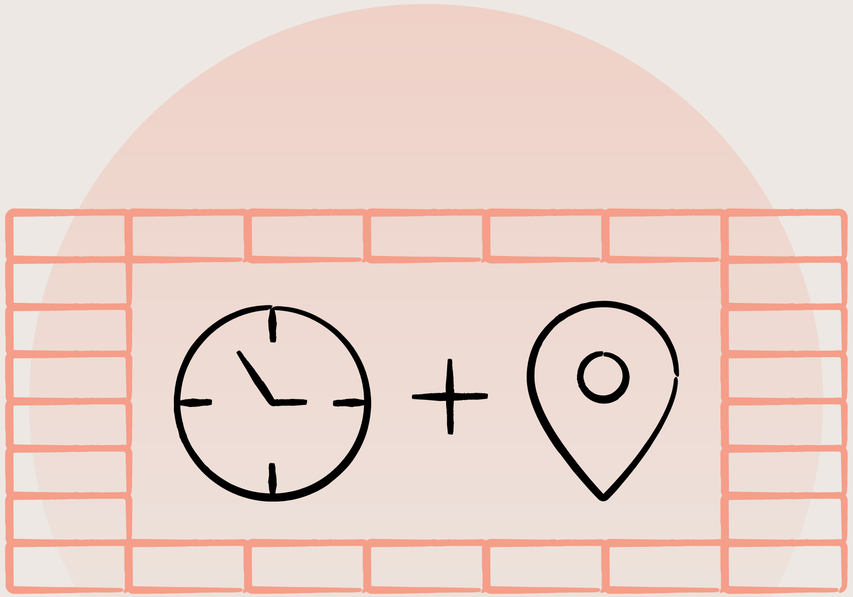
Google trends
Worldwide 2004 - 2024



How work has changed



Time and place bound

Time and place flex

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Greater self-awareness and self-management are needed for the new structure of work.

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Skills for the new structure of work

Extremely/very effectively

Teacher Parent Student

Self-management

46%
63%
65%

Self-awareness

52%
67%
59%

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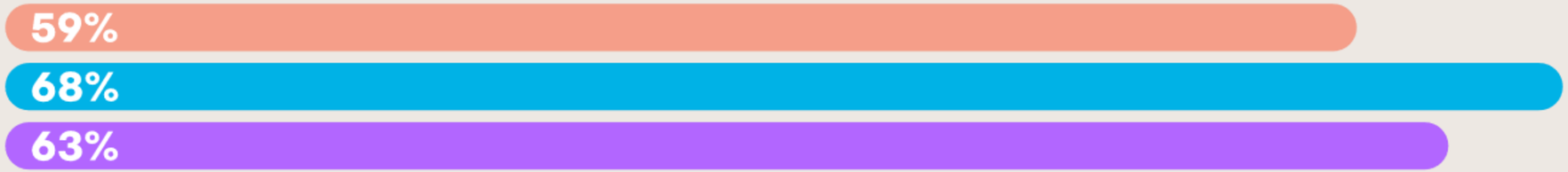
Social skills for a diverse workforce

Extremely/very effectively

Teacher Parent Student

Social/culture awareness



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Skills for high performing teams

Extremely/very effectively

Teacher
Parent
Student

Team work & collaboration

61%
69%
63%

Communication skills

56%
66%
64%

Problem solving

52%
66%
69%

Critical thinking

50%
65%
70%

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The most valuable skills will be distinctively human characteristics.

Invest in teachers to provide a quality learning experience

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The dichotomy of teaching

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What do you see as the greatest disruptors in education for the next ten years?

Please select all that apply

Teacher burnout

86%

Attracting and retaining teachers

72%

Growing role of schools in supporting student mental health

47%

Growing parent expectations

45%

Tighter legislation and regulation for policies and procedures

32%

Source: McCrindle, Seven Disruptors Impacting the Future of Education, 2023

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What do you see as the greatest disruptors in education for the next ten years?

Please select all that apply

Changing student expectations

25%

The integration of Artificial Intelligence in the classroom

21%

The online delivery of education

21%

Navigating student gender identities

20%

Deregulation of curriculum

16%

Source: McCrindle, Seven Disruptors Impacting the Future of Education, 2023

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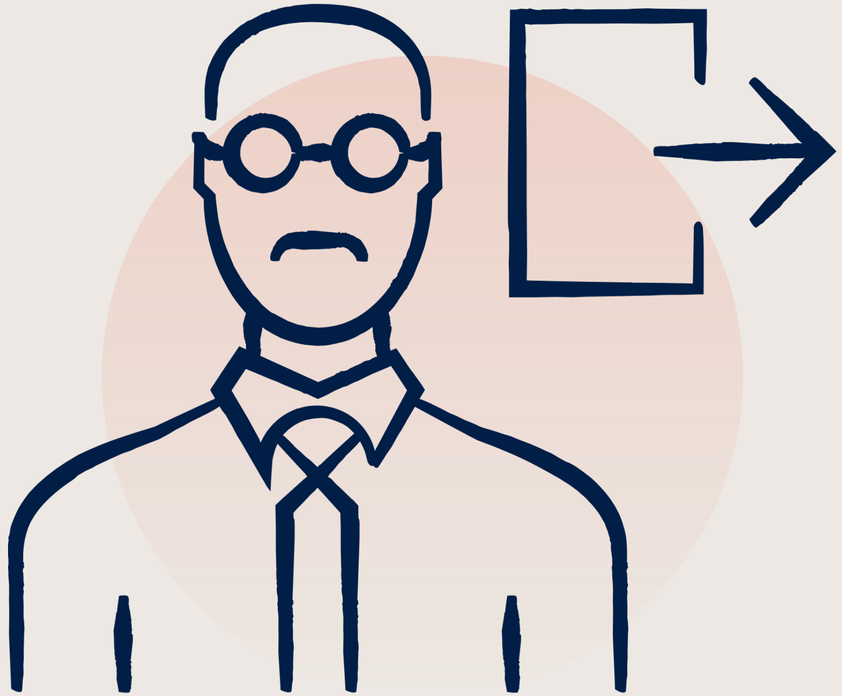
One in five teachers will reach the retirement age of 67 in the next decade



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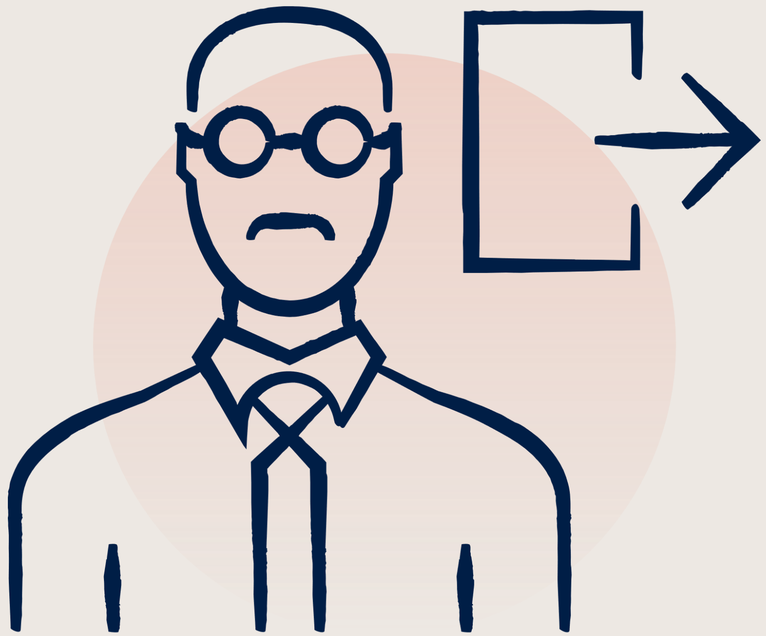
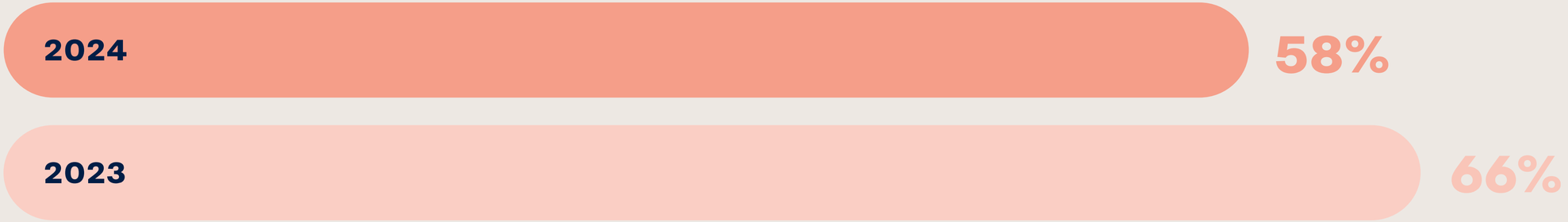
Have you considered leaving the teaching profession in the last two years?



Yes definitely/yes somewhat



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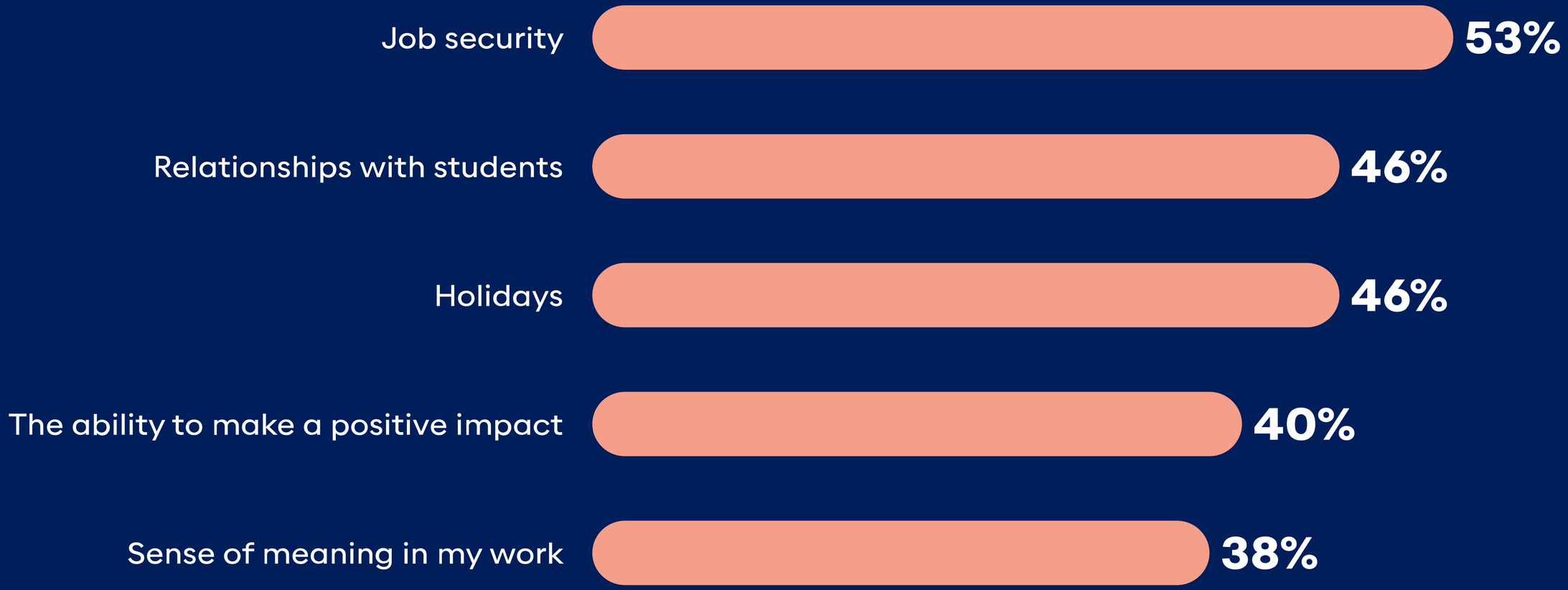
What has contributed to your decision to remain in the teaching profession?



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Realistic workloads and respecting boundaries fuel retention

Strongly/somewhat agree	Have considered leaving teaching in the past two years	Have not considered leaving teaching in the past two years	More likely
I often feel overwhelmed by the amount of work I need to achieve in a week	74%	48%	1.5X
My work/life boundaries are prioritised and respected	37%	67%	1.8X
I have enough time to prepare for effective teaching	27%	50%	1.9X

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The trade off between doing well and being well is a false choice

- Adam Grant, Hidden Potential

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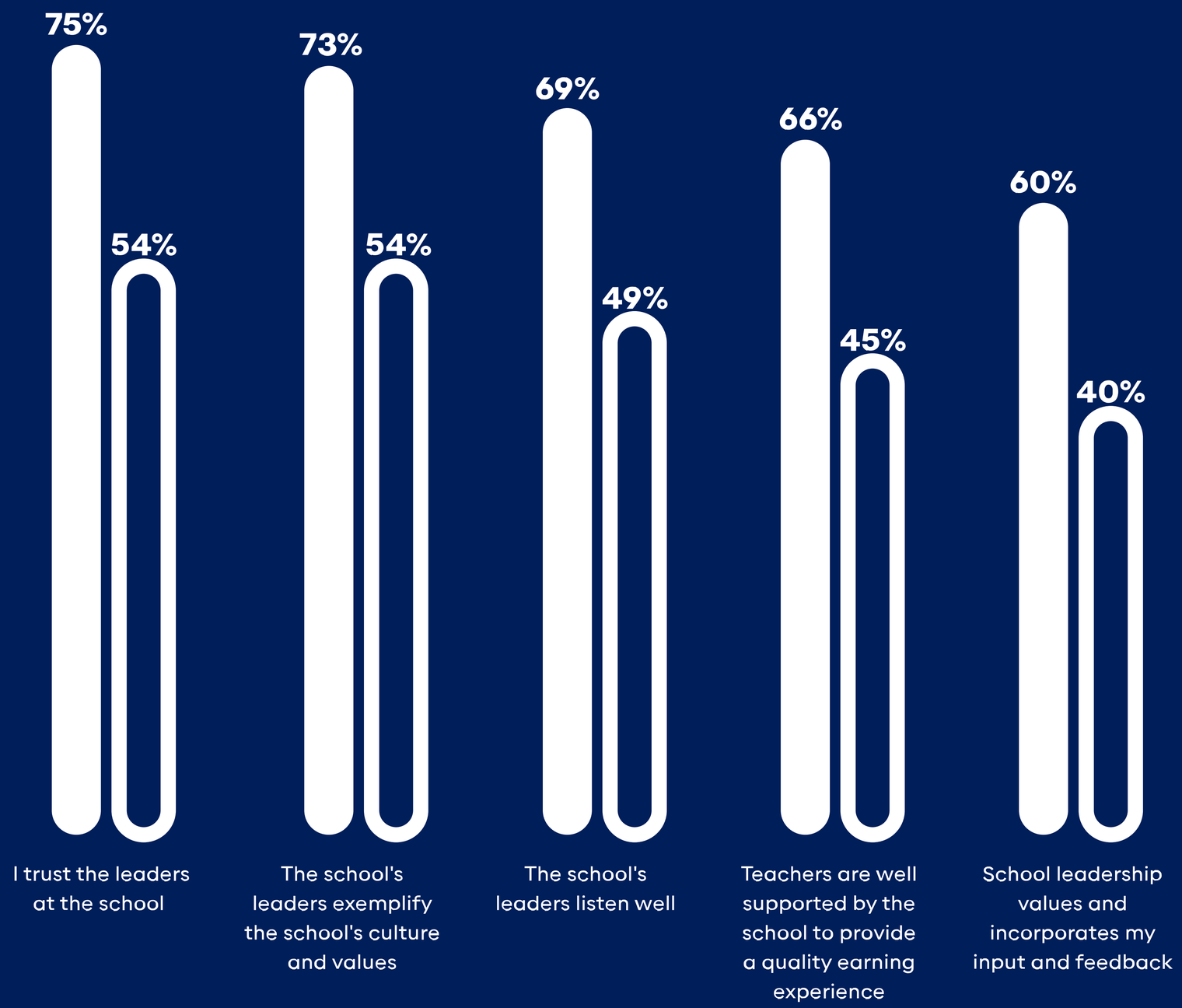
The impact of leadership

Strongly/somewhat agree

- Have not considered leaving the teaching profession
- Considered leaving the teaching profession



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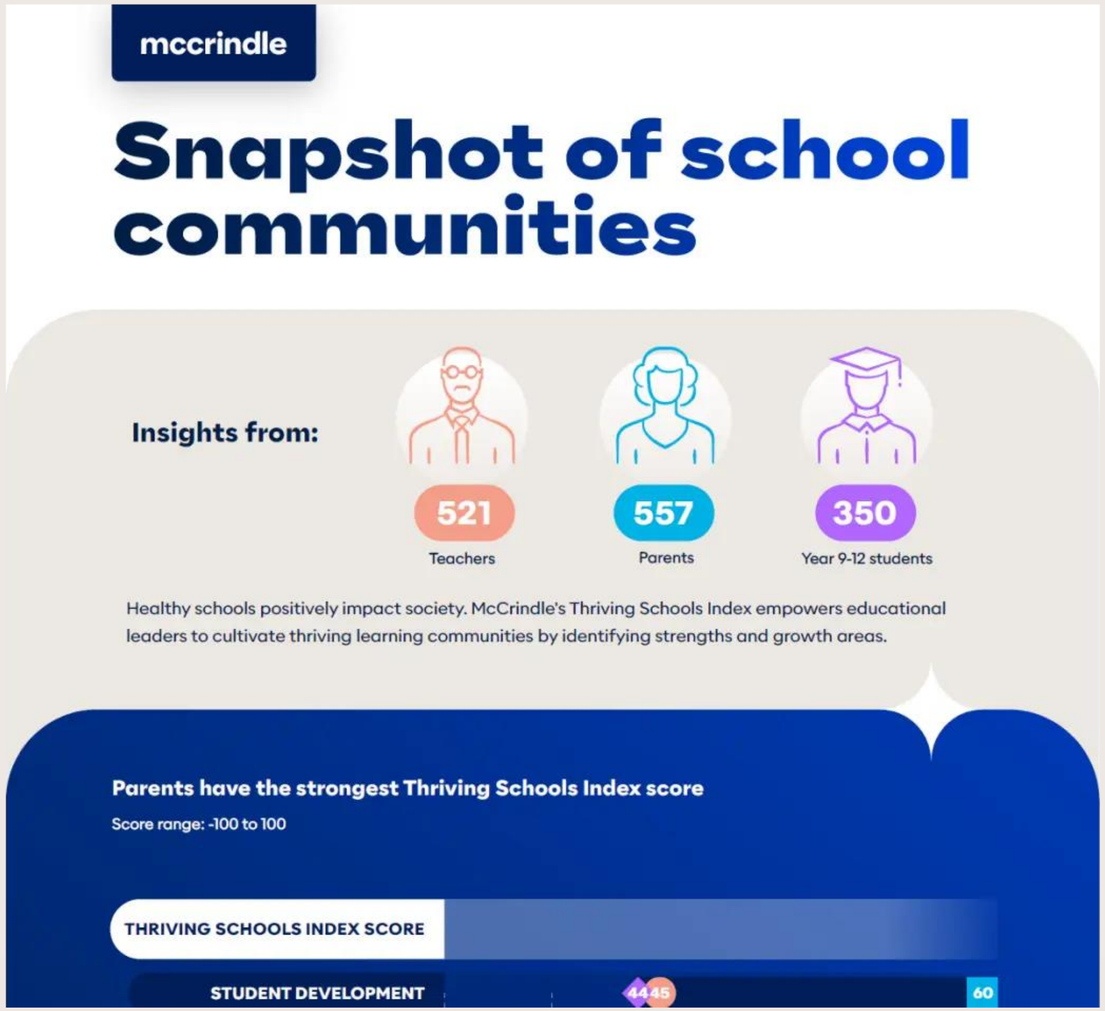
LEADERSHIP
IT'S KIND OF A BIG DEAL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Snapshot of school communities
Insights from:
521
Teachers
557
Parents
350
Year 9-12 students
Healthy schools positively impact society. McCrindle's Thriving Schools Index empowers educational leaders to cultivate thriving learning communities by identifying strengths and growth areas.
Parents have the strongest Thriving Schools Index score
Score range: -100 to 100
THRIVING SCHOOLS INDEX SCORE
STUDENT DEVELOPMENT
44
45
60

Have Agency

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The future is not an inevitable destination, but something that is shaped by the trends and these can be influenced if understood and responded to.

Carve
the path for others to follow

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Great educational communities are focused not on the next program, but the next generation.

Show kindness

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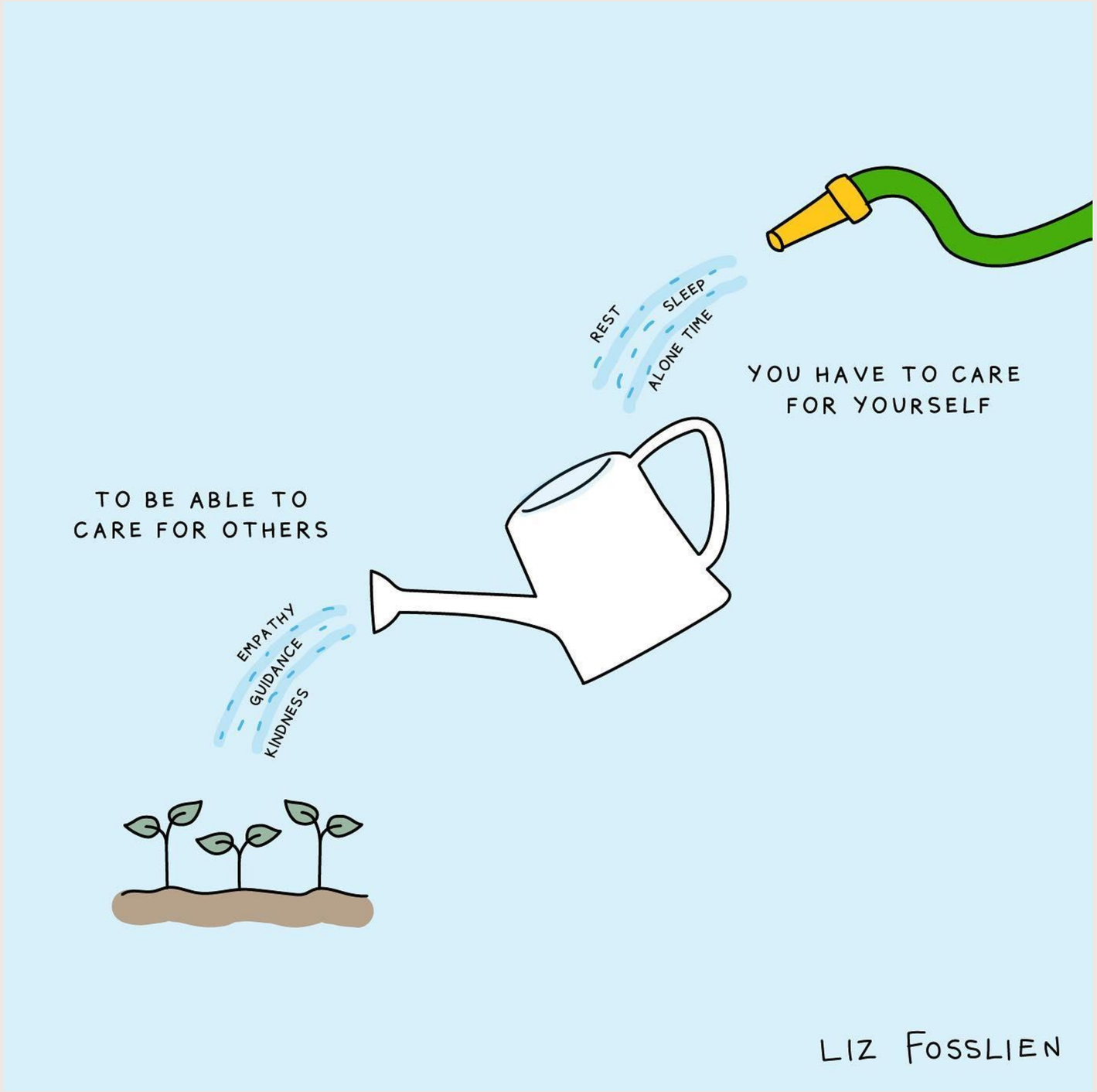

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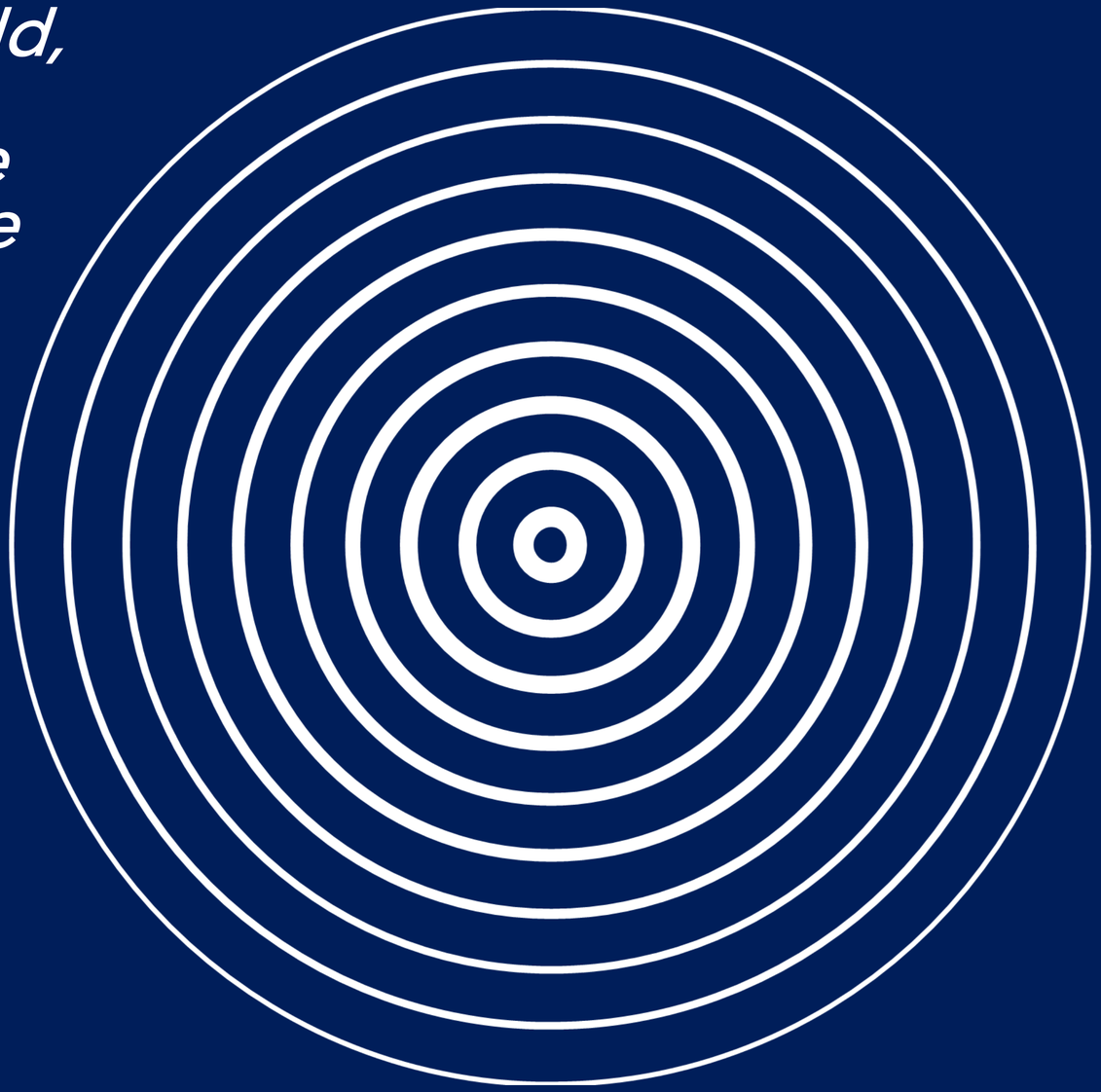
“I alone cannot change the world, but I can cast a stone across the waters to create many ripples”

Mother Teresa



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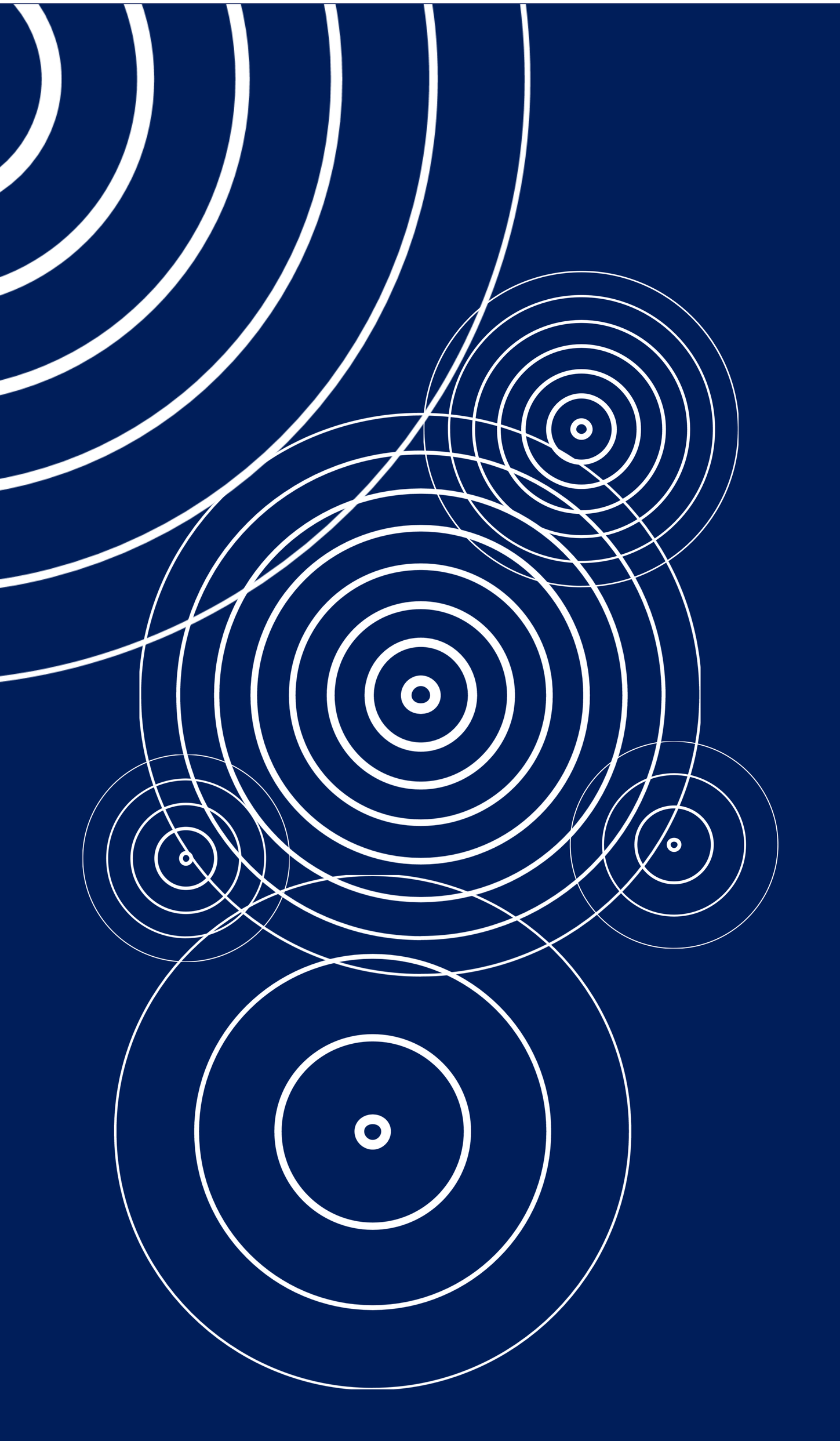

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