SCHOOL'S OUT

Feedback Conversation (EN)

ISCP: step 4 – Feedback Conversation

Goals

- The organization presents the results of the inclusion scan.
- The school reflects on these inclusion scan results.
- The school and the organization formulate objectives for the implementation stage of the program (step 5).
- The organization constructs a proposal for the implementation stage (step 5).

Duration

90 minutes (maximum)

Required attendees

School

- Delegation of the teachers
- Delegation of the management
- Care coordinator
- Delegation student council (optional)
- Delegation of the supporting staff (optional)
- Delegation CLB (optional)
- Delegation of the educational support services (optional)

LGBTI-rights organization

- Moderator
- Minute taker

Introduction

The feedback conversation consists of three parts. The purpose of this conversation is to discuss the results of the inclusion scans with the school and to determine which training modules (step 5) are relevant to the school.

First, the results of the inclusion scan are presented, based on the report that was prepared. Next, the recommendations made by the organization are discussed, which are also presented in the report. These recommendations consist of different training modules that the school can follow and are based on the school's working points. Finally, it is discussed with the school which recommendations are interesting for them and a preliminary timeline can be made.

Note: Planning the implantation of the recommendations can also be done after the feedback interview.

1). The results

In this first part, the organization will present the results of the inclusion scan The goal is not to present the complete report, but to emphasize the most important findings. It is advised to create a PowerPoint presentation in order to ensure that the participants can easily comprehend the results or to present the report itself. Keep this presentation concise, around 15 to 20 minutes.

As soon as the results of the inclusion scan have been presented, participants can ask questions. If there are no questions, the following questions can be used to start the conversation, such as:

- What do you think are the most striking finds from the report?
- Are there findings that are surprising, or not at all?
- What are the strengths of the school?
- Do you see working points based upon this report?

2). The recommendations & goals

In the second part of the meeting the organization presents the recommendations they have formulated in the inclusion scan report, based on the inclusion scans.

Collectively review these recommendations and pose the following questions:

- What do we need in order to improve the working points?
- Are the recommended training modules attainable, how can they be implemented?
- What are realistic objectives?

Make sure that the objectives are formulated according to the SMART system: Specific, Measurable, Acceptable, Realistic and Timely.

Once the objectives are formulated, it can be decided who is going to ensure that these objectives are met. This can be the project team, but this can also be a task for specific individuals within the project team

3). (Preliminary) Timeline

Once the objectives are formulated, it is important to discuss what the next steps will be. Clarify anything that might be left unclear.

Let the project team think about which training modules they think are relevant and what a realistic time line with regard to participating in the training modules would be.

Note: The timeline can be finalized after the meeting.