



# Vättleskolan 4-9

a compulsory school for pupils 10-15 years

*The use of research-based knowledge*

# Setup Vättleskolan 4-9

- Work organization
- Developing organization
- Time has to be organized
  - Prestigeless
  - Stick to the plan
  - Encourage

# Work organization

## Communication

Teachers and all other employed

Go with a flow

Problem solving - must be easy

Management meetings ensure that  
problems are taken care of

# Work organization

We share knowledge

Digital platforms

Google Drive for the employees

Hjärntorget for students and parents

Google Classroom for students

Everyone has their own responsibility to go update

# Developing organization



R2L by Center for school development in  
Gothenburg

The Reading Lift, a national schools  
development program, by “Skolverket”

The Mathematic Lift by “Skolverket”

The Digital lift by “Skolverket”

Skolverket: ” The Swedish National Agency for Education”

# Time has to be organized

- Prepare the coming year during spring time
- Prepare teachers' schedules; lessons, raid guards, lunch breaks conference time and the time for development
- Schedule everything that has to be done weekly and week by week
- Give weekly time for the first teachers to plan and organize the development

# Prestigeless learning organization

- Teachers find interesting lectures and courses that suit the development plan and I have to be flexible
- Teachers have thoughts I haven't come up with – let them discuss and we'll find out if we need to make new decisions
- Don't be afraid to say I don't understand



# Stick to the plan

- My guiding star is clear to the staff - all students will leave Vättleskolan 4-9 proud of their achievements, both socially and knowledgeably!
- I have told the staff, from the start, that if we don't improve I'm not willing to continue leading the school
- When things has been resolved let it be on command to implement!
- Things don't happen immediately – it takes time to change manners for both teachers and students

# Encourage

Do we underestimate teachers' ambition for development?

Is it important to get school principals to stay and develop their schools?

By showing more confidence and appreciation principals will be happy to stay and by time, when the working organization works out well, they come to developing their schools!

Research-based knowledge will then be spread!



## KONTAKT

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