



## THE FOUR ROOMS OF CHANGE

### Case Study - Four Rooms of Change at Mount Alexander College

#### **Background:**

Mount Alexander College is an inner city secondary school located in the Melbourne suburb of Flemington, Victoria. The school was formerly known as Debney Park Secondary College before it rebranded as Mount Alexander College in 2012. The new name, Mount Alexander College, references the school's long history in its current location and its landmark position in the Flemington community. This rebranding activity was part of an umbrella strategy to reposition the school in the local community and demonstrate its commitment to being an exciting and vibrant school of choice for all local families.

Enrolments had been declining in recent years, despite the school working with Boston Consulting Group (BCG) to market its successes to the local community in an attempt to increase enrolments and address negative perceptions. Students come from a diverse range of cultural and linguistic backgrounds and many speak English as their second language; including newly-arrived migrants from Sudan who have had little or no schooling. Mount Alexander College students are therefore often negotiating a school system, a transition process and post-school experiences that are unfamiliar to their parents.

#### **Application:**

The new principal Alan Davis and the Mount Alexander College leadership team decided to take the school community through a re-branding and renewal process which was approved in late 2011. The school also implemented processes to improve instructional practices and lift student engagement. They decided that the staff needed a better understanding of each other, their individual emotional well-being and a better understanding of coping with change. Davis decided to work with the Four Rooms of Change theory in a program delivered by the Teacher Learning Network (TLN).

The adult teaching and management staff undertook instruction on the theory behind Four Rooms of Change, completed the Organisational Barometer instrument to measure the school's 'climate' and analysed the data to produce a plan of action. Today the college has a good atmosphere, a vibrancy of purpose and great relationships between staff and students. The school now reports positive enrolment growth with the school overall now up nearly 100 students. The school also reports that what had previously been a significant net operating deficit has been reduced and it will most likely be gone by the end of 2013.

#### **Testimonials:**

*The data and rich conversations produced by working with the barometer was remarkable for each member of the team, their role in our new structure and a far better understanding of each other. I can honestly say that the sessions were very challenging, at times uncomfortable but deeply rewarding. It's great to be singing from the same songsheet!*

Alan Davis, Principal

For more on the Four Rooms of Change® go to [www.fourroomsofchange.com.au](http://www.fourroomsofchange.com.au).

**Ander & Lindstrom Partners**  
Drottninggatan 55 SE-111 21 Stockholm, Sweden  
Tel: +46 8 677 00 30  
info@andolin.com  
www.andolin.com

**Clarion Learning Pty Ltd**  
97 Wyuna Avenue Freshwater NSW 2096, Australia  
Tel: +61 2 9939 7017  
info@clarionlearning.com.au  
www.clarionlearning.com.au