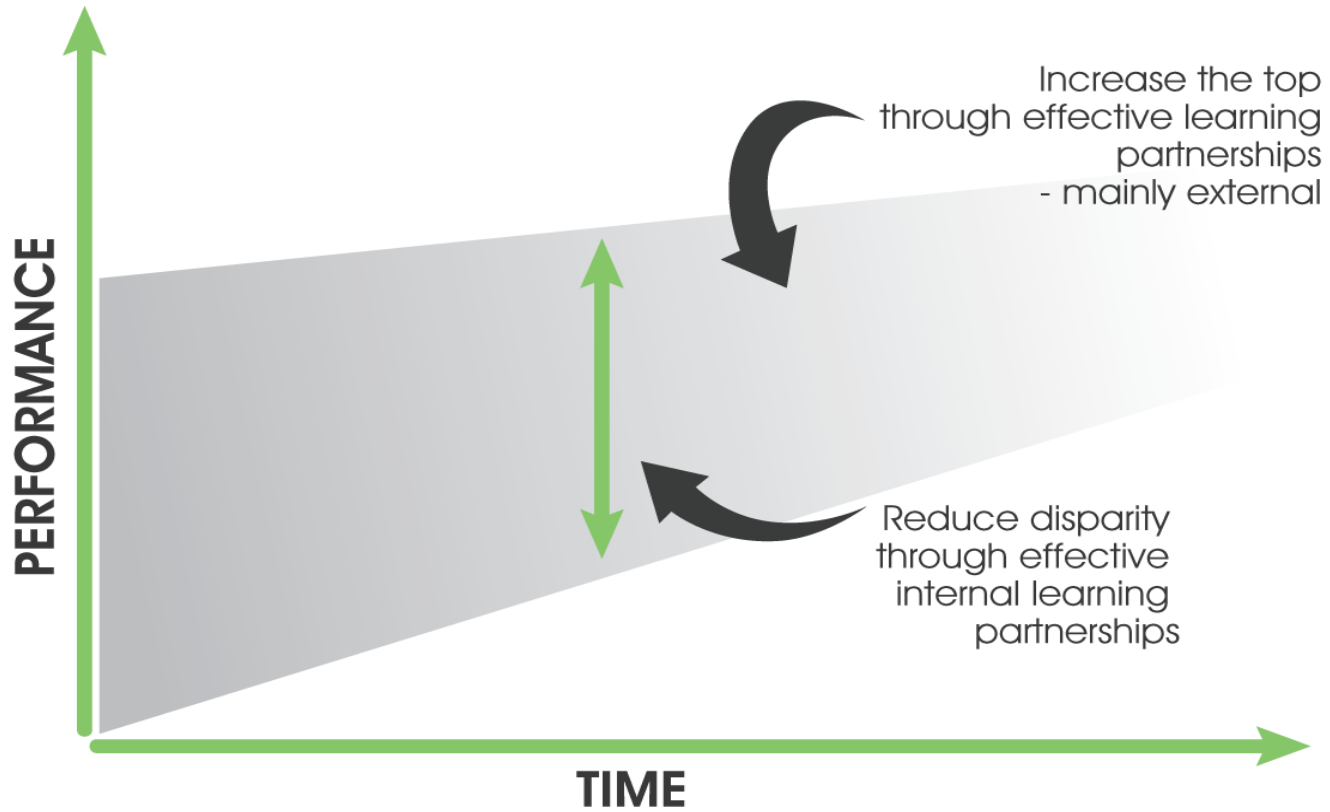


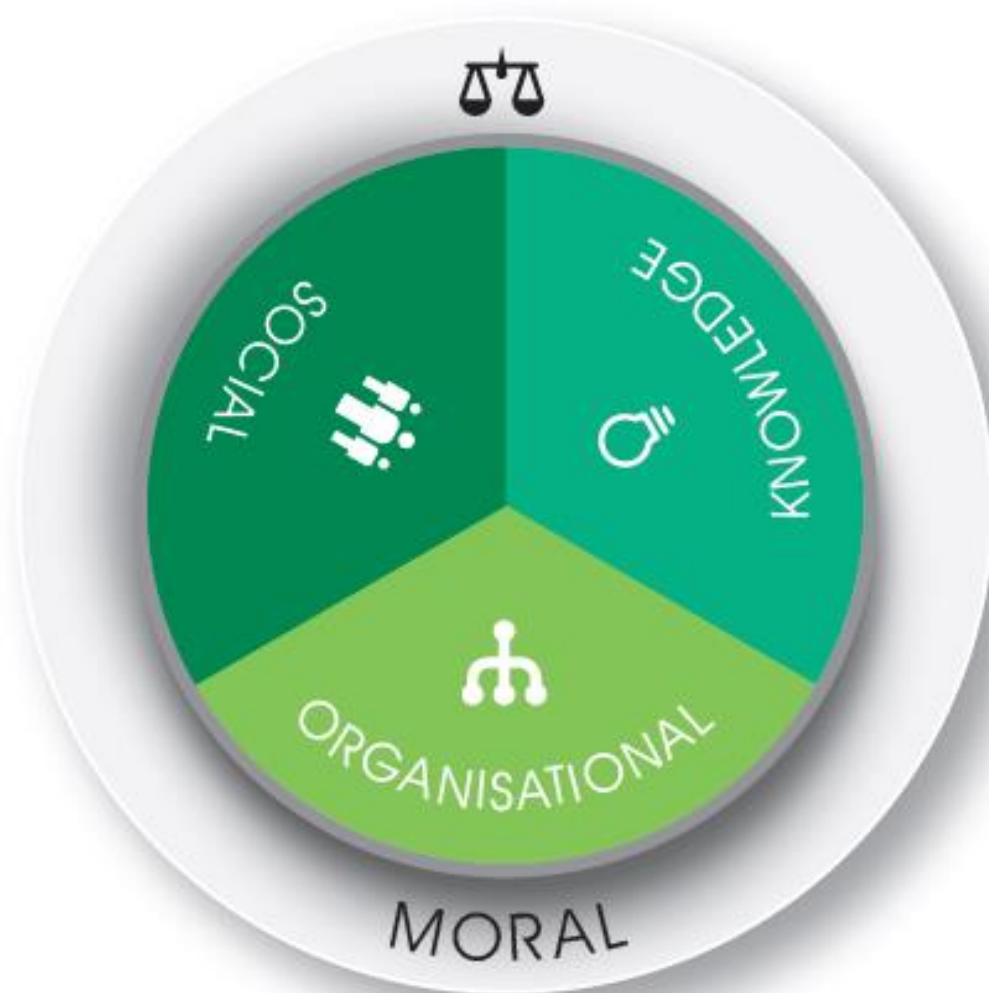
# UPWARDS CONVERGENCE

Our theory of action



# THE FOUR CAPITALS

The key components of effective knowledge management



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The key components of effective knowledge management

1.

## MORAL

Creating the moral climate for knowledge sharing between schools and leaders.

We operate within a culture of openness and trust and encourage those who teach and lead to learn together for the greater good of their pupils' learning.

2.

## KNOWLEDGE

Identifying those that have the knowledge of effective school leadership and capturing it.

Through audits we identify which individuals and schools are delivering high relative outcomes for their pupils. We believe that all schools have something to contribute to the knowledge economy and have something to learn from their peers.

3.

## SOCIAL

Establishing the social skillset necessary to enable the effective transfer of this knowledge. Merely having the knowledge is not enough.

We do this by investing in our people through training to ensure that effective school leaders have the skills to share what they know.

4.

## ORGANISATIONAL

Setting up the organisational systems for people to share this knowledge with those who need to learn.

We operate through Teaching School Alliances which provide the structure to move knowledge around at a local and national level. We focus on building capacity in these Hubs.

