



Services Guide  
-2024-

# WHAT IS EVOLVED >>>

EVOLVED is a consultancy services born out of the identification of a gap, resulting in the vision to EVOLVE EDUCATION.

The gap exists between the educational needs of young people, who struggle to fit mainstream schooling and a clear body of know-how and support for the alternative schools created to meet their needs.

The need for alternative educational options, has never been greater. Increased access to information through technology, the influences of globalisation, social media and the sheer speed of change, are all factors that make our world more complex. Economies, family structures, workplace hierarchies, social and community groups; all are feeling the pain of change. Schools are no exception. Traditional, mainstream schooling simply cannot be expected to meet all of these changing and complex needs. Nor is it.

Recent research from Griffith University and the University of Queensland, surveyed 154 young people learning across 15 alternative schools, and found the top three reasons young people left mainstream schooling were teachers (50 per cent), school being “boring” (43 per cent) and/or poor school results (41 per cent). We need to acknowledge this reality, and without blame, create meaningful alternatives.

**AS A SOCIETY WE NEED TO EVOLVE OUR EDUCATIONAL APPROACH.**

Our government get this, our communities see this. People are rallying and the growth of alternative education is about to boom. However, the path of knowledge on how to plant, grow and build these schools into thriving communities is a new and difficult road. It's not yet well worn. Between government funding, policies, staff and curriculum development; the sheer enormity of the task can be, well... overwhelming.

**EVOLVED IS ABOUT MEETING THIS OVERWHELM AND OFFERING GUIDANCE, EXPERTISE, NETWORKING AND KNOWLEDGE TO WORK WITH COMMUNITIES TO EVOLVE EDUCATION THROUGH ALTERNATIVE SCHOOLS.**

Once you learn how to learn,  
then nothing will narrow your mind.  
The essence of teaching is to make  
learning contagious,  
to have one idea spark another.

— Marva Collins —

# OUR PHILOSOPHY > > >

THE HEART OF LEARNING BEATS STRONGEST, WHEN IT FEELS SAFE AND CONNECTED THROUGH POSITIVE RELATIONSHIPS.



We believe there is great potential in every young person, but not every young person will have this potential realised in mainstream schooling.



We believe intelligence is not fixed, but can grow through effort and self-belief.



We believe every young person can create for themselves a future that excites them, regardless of their history.



We believe in the good that lies in all people waiting to flourish when given the right environment.



We believe that academic outcomes are integral for success and that all young people can achieve these when correctly supported.



We believe that our communities need to do better to create educational diversity and greater opportunities for our youth.



We believe education is a collaborative effort of the young person, school, family and community.



We believe in the next generation and their ability to lead our world into tomorrow.



## OUR WHY >>>



We exist to support communities to make alternative education options a thriving reality.

*...because we believe, as a society, we can do better by our young people.*

## OUR WHAT >>>



From application for alternative school status, right through to advice on daily management of the school, curriculum input and coaching of staff, our consultation services can support you to plant and grow thriving alternative schools that provide exceptional educational outcomes and pathways.

*... we support communities to open, run and grow alternative education schools that makes a difference.*

## OUR HOW >>>



We understand what you're trying to achieve in creating an alternative school because we have been there and done that. We're the perfect group to collaborate with to support you to achieve great things.

*... we listen, we advise, we let our clients learn from our mistakes and hard-earned insights.*



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Education is the most  
powerful weapon we have  
to change the world.

- Nelson Mandela -

# CONSULTANCY >>>



## MEET

We meet with you, obligation free, to hear your needs and determine if there is fit of our service to that need.



## PLAN

If there is a fit, we create a written proposal to document your needs and what we can do to support you. This proposal will outline the journey map and define the goals and outcomes of the consultancy. This written and formal proposal can be used to present back to Boards and other stakeholders to gain approval for the consultation service.



## PLANT

This service provides assistance to apply for alternative school status and probationary accreditation. Here we support you to develop required governing policies for schools, explore funding models and marketing strategies and establish relationships with key bodies, organisations and networks. But even if you already exist as an alternative school, we can help you to...



## GROW

We provide assistance to develop the ground-level processes for implementation, including but not limited to, day to day running and timetabling, school calendar, LMS, behaviour management, staff well-being, National Data Collection (NCCD), Employee Assistance Programs (EAP) Individualised Education Programs (IEP's) and much more. We can also assist in recruiting the RIGHT staff and developing required curriculum and flexible learning practices.



## THRIVE

We support you to create documentation of school values and a strategic plan resulting in a cultural development roadmap to ensure recruitment and growth occurs in line with values and ethos of the school.



## FERTILISE

Our expert support can provide professional development of staff through training days, and or coaching and mentoring for the Principal and other key staff members.

# <<< CURRICULUM

We need curriculum suited to all levels of learning at all ages. The variations of needs are endless, the variation of curriculum should be endless too.

As teachers you work hard every day to keep up with the many, many demands put upon you. It's your job to create learning that meets the needs of all of your young people. You have little time. You know the needs of your young people are highly specific. Given all you have to do, is it likely you'll have time to also write individualised curriculum? Highly unlikely. We get it. There is a limit to what you can do alone. And so, we give kitten books to teenage boys and wonder why it's not working.

Wouldn't it be a game changer, if you could easily access curriculum that meets the needs of ALL your young people? We know there are services out there like this, but they don't offer alternative curriculum. It is aimed at mainstream. We need more than this. We need to have a reservoir of rich content for young people, regardless of age, interest levels and ability. We may not be able do this alone, but we can do it together.

At EVOLVEd our aim is to harness the power of the collective and create engaging and powerful curriculum to ensure all young people needs are met. We are committed to alternative education having solid learning outcomes. We need curriculum worth of this calling.

We write engaging stuff, but we know you do too. In this service, we encourage talented teachers to submit their curriculum for vetting and on-selling. We are catering to the niche market of alternative needs. It may be niche, but its needs are great. Join us to meet this need. Let's build lots once, than share this with others at a reasonable cost so the collective can benefit.



# COACHING >>>

When you or your people need support from someone who has been there, all of our team offer coaching services.

No matter what position you hold in a SAS school, we can support you. From teacher, to lead teacher, principal to Board member, our team can walk beside you to grow your practice.

Stop going it alone and reach out now.

## Principal Coaching:


- Meeting twice a term for 2 hours.
- Access to email and phone for guidance when required.

## Lead Teacher Coaching:

- Meeting twice a term for 2 hours.
- Work on aligning with principal and school goals and values.

## Teacher Coaching:

- Recording of lessons twice a term.
- Digital feedback through the recording.
- Meeting once a term to discuss strategies for improvement.



Never doubt that a small group  
of thoughtful, committed  
citizens can change the world.  
Indeed, it's the only thing that  
ever has.

- Margaret Mead -

## OUR TEAM >>>



### TONY ANDREWS

Alternative School Principal  
& Secondary Teacher

Tony's a dynamo who struggles to sit still. Most call this ADHD, we call it passion. He has a killer sharp mind, combined with a track record of achieving brilliant educational outcomes for students. He knows first hand how to run a SAS school brilliantly, on budget and with overwhelmingly positive educational outcomes. Driven with a determination to EVOLVE education into what it can be, this is the guy you want on your team when you are starting out, building or growing an alternative school. Also, rarely seen outta running shoes and sports-wear – a handy piece of information if you want to go for a jog with him.



### BRON SEWELL

Alternative School Principal  
& Published Author

Bron is heart and strength rolled into one. Bron has been pushing the envelope of excellence since she was a little tyke. A former sports legend in gymnastics, a published author by the time she was 30 and a young business woman, who owns a publishing company, Bron now spends her days, as a SAS school teacher, working with young people to be the better version of themselves. There is no calling she would rather pursue. Co-author of 'My Futures'; a pedagogy program used throughout Queensland schools, Bron brings her writing skill and knowledge to the team, taking us to the next level.



## MIKE JEFFREY

**Tech CEO, MBA Grad  
& Board Director**

Mike is like a gold digger for potential finding in others. Combined this with his years of experience in corporate governance he offers stability and wisdom to all he works with. Building on his background as a chalkie and youth worker Mike became a Director at large Qld NFP for many years. Nowadays he spends his day busting it out as the CEO of a tech startup and in his spare time is the chairman of the Board for a SAS. With an uncanny calm about him, Mike has the ability to bring the perfect team together to solve very complicated problems.



## BEC JEFFREY

**Social Scientist &  
Learning Consultant**

Bec has a rare kinda mind. She can grasp big picture at super sonic speed, while simultaneously drilling down into finer details to easily identify next steps. It scares us regularly. Her years of experience as a social scientist and adult educator means her learning design and understanding of people is exceptional. As a corporate consultant, she has worked with some of Australia's most iconic brands to build exceptional learning. She is ideally suited to support schools to create a positive and strategic approach to curriculum and future growth. A muse, deep thinker and genuinely kind human, Bec drives us forward.





THE  
*Adventure*  
BEGINS



[www.EVOLVEdSCHOOLS.com](http://www.EVOLVEdSCHOOLS.com)