



Revadim

A Model of the Initiative to Support Empowerment and Renewal
in Israel's Public Elementary Schools

Model

*Development and Evaluation Department
Authors: Dalia Perez, Yoav Levy and Diti Avnieli*

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Executive Summary

Background

In order to bridge the social gaps that exist in Israel and to improve the performance of schools that need assistance, the Ministry of Education, the Rashi Foundation and JDC Israel have decided to establish an educational initiative that would provide supplementary pedagogical and organizational support to elementary schools in Israel's geo-social periphery.

Essence

The Revadim initiative is a supplementary support system that provides elementary schools in the periphery with pedagogic and material assistance in all educational aspects. This is a body of professional resources, knowledge and work methods that help the school improve its effectiveness in achieving the educational goals (as defined by the Ministry of Education and in the school vision).

Revadim provides schools with a range of pedagogic solutions and services that connect with and supplement the Ministry of Education's input. These solutions are offered in an integrative-holistic philosophy that takes into account the school's unique needs and its wishes. The support addresses all the school's major areas of activity and is provided through pooling of resources, access to professionals and to programs, empowerment of the local educational team, development of work methods, and establishment of partnerships between the various parties involved in the educational process at the school.

Goals

In view of the national needs that led to its establishment, Revadim strives to achieve the following overall goals:

- Improving the performance of schools and increasing their effectiveness in achieving the educational goals (as defined by the Ministry of Education)
- Improving the wellbeing of pupils in the participating schools

Operating Principles

Underlying the Revadim initiative is the premise that significant change and improvement in the education system requires a holistic approach to the school with all its components. In other words, in order to improve the school's performance and expand the solutions it offers to pupils, interventions must be initiated simultaneously in several areas. Therefore, the Revadim initiative focuses on 5 main areas of activity:

- **Didactic** – improving and reinforcing educational achievements in core subjects, and improving the teaching-learning and evaluation processes in schools.
- **Organizational** – improving the school's organization and management while pooling resources.
- **Emotional\personal** – improving the response to variation and creating links between education and welfare.
- **Social** – improving the educational and social climate in the school
- **Community** – improving the relationship between community and school and increasing their cooperation.

The Target Population

Revadim targets schools in the periphery that cope with complex and multi-system problems (low-performing schools). As part of its holistic philosophy, Revadim aims at affecting all stakeholders in and around the school, with emphasis on pupils defined as 'under-achievers'.

Stages of Activity

The activity of Revadim is based on involvement and cooperation of all parties taking part in the educational work within the school and outside it (community, Ministry of Education, Third Sector). The partners accompany the school during the assimilation that includes the following stages:

- **Identifying the school's needs** – comprehensive mapping of the needs that provides up-to-date information about the school's performance in each of the five areas.
- **Formulating a work plan** (or adapting an existing work plan) – based on the mapping, a systematic school work plan is formulated that focuses on achieving the goals and objectives outlined by the Ministry of Education.

- **Integration and pooling of resources** – the mapping of needs includes an examination of how existing programs and resources (money, staff, time) plus the resources provided by Revadim should be allocated in order to achieve the goals of the work plan.
- **Implementation of the plans** – in this stage, the team leading the change in the school works in conjunction with the Revadim staff to begin implementing the plans.
- **Feedback on implementation** – the school team gathers information based on data and evaluation that will help determine the extent to which implementation of the plans has succeeded and the required improvement of parameters has been achieved.

Assessment and Measurement

The activity of Revadim is accompanied by external evaluation designed to provide decision-makers and operators of the initiative with information that will help them improve their performance and management. Furthermore, since the intervention programs are funded by philanthropies, the research is designed to satisfy the accountability requirement by reporting to investors on the implementation of the program and the use of resources.