

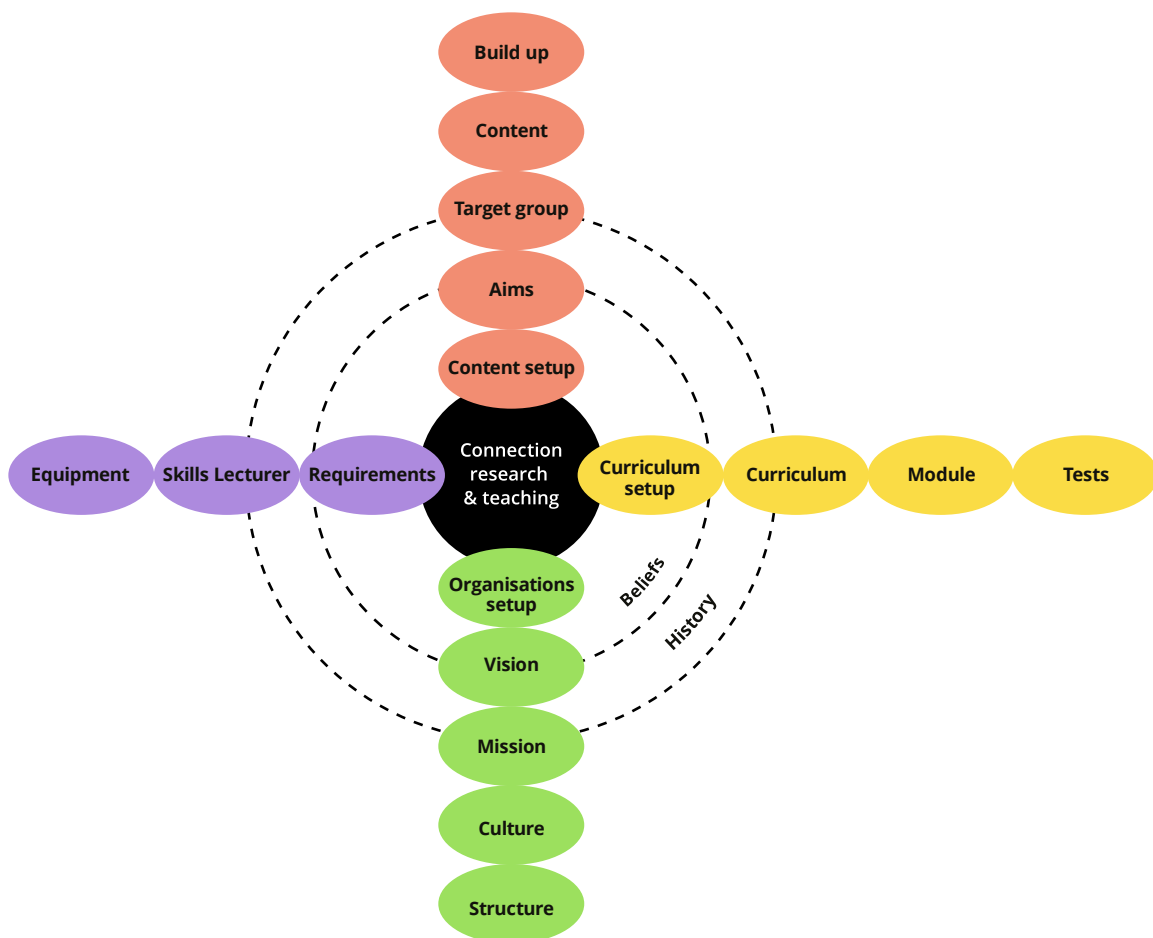
# String Instrument

## Aim

The String Instrument presents a metaphor of implementation during an educational change project. This can help your team consider the theoretical (the plan, often linear) and actual implementation (non-linear) during your project, keeping a consistency between them.

## The String model

When change plans are written down, aspects that need to be considered are often provided in a sorted order. These aspects are typically grouped as organisational set-up, curriculum set-up, content set-up, and requirements. This is presented in **Figure 1**.



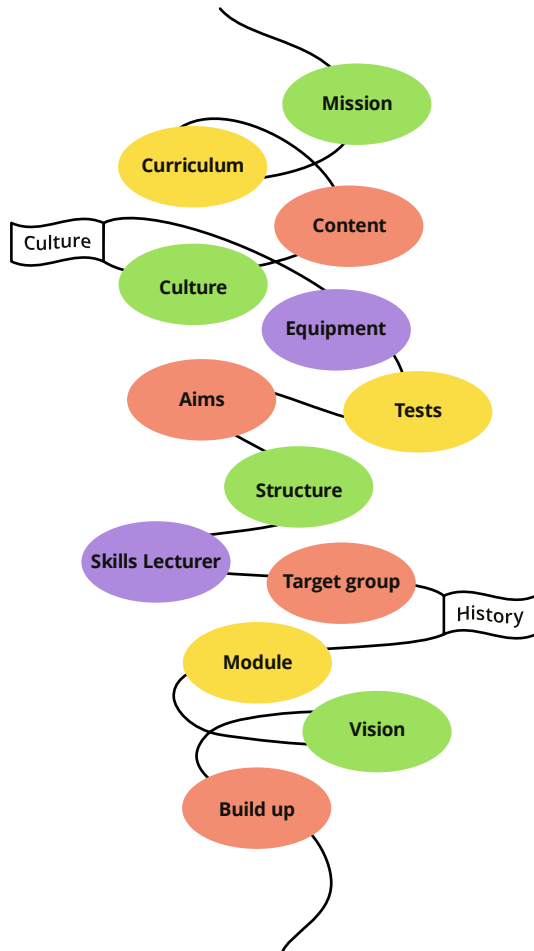
**Figure 1:** Educational change in a sorted order.

## String Instrument

But often the history and different beliefs that underpin the practices in an educational programme, department, faculty or university are forgotten. In addition, the written down or theoretical change process often is not how the change process goes in real life. Examples from our own experience in HERI include:

- Two educational programmes being combined within a higher school. While there were similarities in learning activities, it could be difficult to bring programmes together with different visions of education.
- Educational designers enthusiastically generating ideas for a new curriculum, without taking into account the length of time needed for stakeholder engagement or the current structure of student assessment.

**Figure 2** presents the different aspects of planning as beads on a string: showing how plans come into action in practice. Aspects that are easier to achieve are completed more quickly, as are tasks that come earlier in the planning stages. Here the aspects will be mixed, and discussing the string will help your team to keep a consistency between them.



**Figure 2:** Educational change using the string metaphor.