

Hopes and fears

Run this at the start. Everyone writes their hopes and fears silently, then shares. Fears named early become working agreements; fears left unspoken become resistance later.

PROJECT	WHO TOOK PART	WHEN	TEAM / DATE
Rethinking admissions at an independent day school	Head, bursar, admissions, two teachers, a parent governor	At the kick-off, before any solutions	

Hopes

What would make this worthwhile?

- Families choose us for the right reasons
- Fewer late withdrawals
- Staff feel proud of the visit
- An application that takes minutes, not evenings
- Current parents become our best advocates

Fears

What worries us about this work?

- We'll lose our character by 'marketing' ourselves
- More work for a small admissions team
- Parents will only ever compare fees
- Change fatigue after last year's new system
- We'll fix the website and nothing else

Themes

What patterns do we see?

- Pride in the school's culture — and a worry that change will dilute it.
- Workload is the real constraint, not ambition.

So we will...

Commitments that answer the fears

- Protect teacher time: no new meetings without removing one.
- Start with the two moments that matter most: the visit and the wait.
- Measure success by what families do, not by what we produce.