



Introduction to I CAN staff journey

Background

- An important part of our work is empowering others to feel skilled and confident in the ways they support children's speech, language and communication (SLC) and to identify and support those with SLC needs (SLCN).



helps children
communicate



Our approach



- To help measure the impact of our training we have created a rating scale showing the journey practitioners take
- This approach is based on the Concerns-Based Adoption Model (2006)¹, a conceptual framework which has undergone rigorous validation
- It measures the process of change when learners (such as teachers) are asked to adopt and implement new ideas within their practice.



I CAN staff journey tool



helps children communicate

Look at the descriptions below and decide where you would position yourselves in terms of knowledge, confidence and practice in children’s speech, language and communication (SLC):

0.	1.	2.	3.	4.	5.	6.
Non-user	Aware & familiar	Knowledge able non-user	Mechanical user	Refiner	Integrator	Advocator
I don't know much about SLCN and it's not a priority for me	I don't much about SLCN but keen to know more	I know enough about SLCN and am ready to use in practice	I can follow and use an approach to support SLCN if I follow clear steps	I can adapt what I know about SLCN to an individual situation or needs	I've got it – identifying and supporting SLCN is part of my everyday practice	I'm a specialist in SLCN and want to share my knowledge with others

I CAN staff journey – further detail



0. Non-user: I don't know much about SLCN and is not a priority for me I have little or no knowledge of SLCN and what helps to identify and support CYP with SLCN.

1. Aware & familiar: I'm interested but don't know much yet I'm learning about SLCN, and I'm trying to find out more.

2. Knowledgeable non-user: I know enough and am ready to go I know about SLCN and discuss with my colleagues what I can do/ the changes I can make to my practice. I'm making plans to learn when I can try some ideas out and learn more.

I CAN staff journey – further detail



3. Mechanical user: I can follow a programme and use an approach I can use an approach if I follow clear steps, I plan beforehand to ensure I get it right.

4. Refiner: I can adapt what I know and use I can take an approach and adapt it based on situation or needs. I am confident of my own capacity to support CYP with SLCN.

I CAN staff journey – further detail



5. Integrator: I've got it – SLCN is part of my everyday practice I've really changed my practice based on what I know about SLCN – for example the way I talk to CYP, the way I structure worksheets. My planning includes influencing colleagues and managers

6. Advocate: I want more people to know about this I will seek out information and studies about SLCN approaches. I'll help more people to use SLCN approaches e.g. through speaking at small events, mentoring others, collaborating with stakeholders

Completing I CAN's staff journey



- Please complete the staff journey before you start and after you have finished your I CAN training:
<https://www.surveymonkey.co.uk/r/ICANstaffjourney>
- For a hard copy, please contact your I CAN trainer
- Please note that by completing the staff journey you are consenting to I CAN storing your personal details in line with our [privacy policy](#).
- If you have any queries or feedback about our staff journey tool, please don't hesitate to contact us.

Thank you!

Get in touch

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