

## REVIEW: Understanding Impact

### Best practice in reviewing the impact of SEND alumni

Our hope for using SEND alumni in any school's careers program is to impact the knowledge and aspirations of young people with SEND. When thinking about impact it is important to be aware of it across three dimensions:



To get a rounded picture, we need to look at impact across these three levels.

#### Change in thinking

How could young people with SEND develop their thinking through contact with your SEND alumni community?

**Knowledge – do they know more about future career options?**

- **Self** – do they see themselves differently e.g. more aware of their abilities
- **Aspirations** – have they developed and raised their targets for the future
- **Strategies** – do they have a better idea of how to get to their goals.

#### Change in actions

Over the medium term you want to see increasing numbers of young people with SEND and their families being inspired to take the next step.

**Actions – are they doing more to plan the next step in their careers/life after school?**

- **Researching** – e.g. learning more about various careers / voluntary areas or a movement to more independent living.
- **Developing** – e.g. looking at experience linked to their new career goals or wider aspirations (higher education, community participation)
- **Applying** – e.g. going for the next step towards their long-term goals (e.g. supported internships, work placements, paid employment, community projects)

#### Change in results

**Outcomes – have things changed for young people with SEND in a positive way?**

Finally, you want to track young people with SEND through to their life and career.

Your SEND alumni database will help you do this because you can track trajectories after school for those pupils who are on board.

Most importantly you want to bring this together with what you have already learnt about their thinking and actions to create an individual narrative about how they got to their results.