

The project

The QUAL4T2 project is funded by the European Commission through the Erasmus+ KA2 Grant program. It supports teacher teams in VET schools in their use of quality assistance mechanisms like the Plan Do Check Act cycle. We aim to use a bottom-up approach when getting teams aware of quality mechanisms and address teachers in teams as the professionals that they are. The development of prototype products mixed with indispensable teacher feedback tends to lead to a further change of quality culture and a set of final quality tools that help teams in further development of their quality mechanisms.

Project State of QUAL4T

During the second semester of the project implementation, we have finalized the English version of the Quality Guide and the toolkit, we have translated all material into Dutch, Italian, Spanish, Greek and Danish languages and we started the pilot phase.

The third transnational meeting of the project QUAL4T2 was held in Bilbao from 21st to 23rd June 2017. All members of the Steering Board were present at the meeting and contributed a lot to the achievement of previewed objectives.

3rd Transnational meeting in Bilbao

In general each meeting aims at working together as a Steering Board to ensure an equal distribution of tasks and progress of the project: in this meeting in particular, the partners had to talk about the pilot phase. That's why the members of the Steering board jointly discussed and agreed on the pilot version of Quality Guide and 17 quality tools, including lay-out, and agreed on the pilot materials and report to exploit and complete by each partners during the piloting.

The partners

Landstede Groep

Landstede (NL)



CIOFS/FP

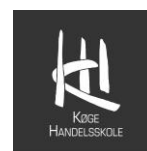
CIOFS-Formazione
Professionale (Italia)



Politeknika Ikastegia Txorierri
(Spain)



IDEC S.A. (Greece)



Koge Handelsskole (Denmark)

Moreover, the Steering Board went deeply in the valorisation plan to put in action and had the chance to have a first brainstorming about the options and risks for training programme. .



The tune-up of the Quality tools and of the Quality guide (tailored on the needs of our targets group as revealed by the research, the reports and the 0-questionnaires) asked for the active participation of all partners and was time consuming. Nonetheless, it was really important as they are the core products in the project and everyone wanted to provide the best possible contribution. The teams in each country will be able to choose the tools which could theoretically help them improve the way they arrange effective team plans which are still weaker somewhere. The experimentation phase will have to transform the theory into practice, or better in good practices.

The Peer Learning Activity organised by Politeknika Ikastegia Txorierrri (PIT) was really interesting and instructive. PIT is a non-profit cooperative organization whose origin was an initiative from industries and other stakeholders, including parents, students, teachers and companies. The partners had the chance to better understand cooperative schools.

The meeting was really demanding in terms of work and contribution by all participants, but the atmosphere, the respect and the active listening to the ideas of each other proved to be the keys of a successful and fruitful meeting.

Quality GUIDE

The QUAL4T2 Quality Guide is ready to be piloted. The partnership used the results of the analysis of the needs and the situation of teams in the five partner institutions as input for the design of Quality Guide. These results are available on the Transnational Research Report.

The Guide consists of chapters on how to build up an effective year plan including models for the plan itself and several tools to help teams improve their performance. These tools are gathered in 3 Themes. The first one focuses on Quality Culture, the second and the third Theme on Quality improvement of the year plan. Theme B provides different Tools for developing the year plan and Theme C provides templates/models for team year plans.



The first tool in the Theme A is The Zero Questionnaire that the partnership used to receive input for the development of the QGuide. With this questionnaire, teacher teams are asked about their perception of the current year plan, their aims and ambitions, the evaluations they use, and the way they work together.

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This questionnaire should be used before the new year plan, as it helps teams to get an overview of the current situation of the team and thereby, it will also help the team detect improvement areas.

It is also worth mentioning the Road Map to a Team Plan of the theme B. This tool leads the team along the road, starting from the gathering of data towards the finished team plan. It contains 16 steps, and a team can use it as a guide. It aims to give an overview of the steps that are necessary to develop an effective team year plan. Based on this instrument, teams can use several other tools that focus on only one step of the road map.

The Lighthouse Vision

Koege Business School has developed a tool called the Lighthouse – as it aims to help teams to work towards the same goal on a long-term basis. Based on common discussions in the organization about competences, values and identity, the Lighthouse model symbolizes the process of obtaining common visions and goals.



The more staff members are engaged in the discussions – and the more the organization focuses on them – the more clear the strategies and visions will become for the staff members. This model also gives the team the opportunity to discuss whether the members together have the

competences needed to perform the tasks given – and it can be used in both small teams as well as in the entire organization, in order to discuss the general visions and thereby make sure that everyone is moving in the same direction – guided by the light of the Lighthouse which is the visible symbol of the visions of the organization. If the communication of an organization is clear, it will be easier for the surroundings to see the strategy and the vision of the organization – in other words: It will light up in the horizon as a guiding Lighthouse.

Pilot phase activities

Zwolle, the Netherlands, August 2017. In the Netherlands the pilot phase of the QUAL4T2 project started with workshops on different Landstede locations. Teams involved in the pilot are from different professional sectors: social care, health care, security, sports, secretarial profession. The project partners should pilot with a minimum of 100 persons, this number is now quite increased through the enthusiasm of the Landstede teachers.



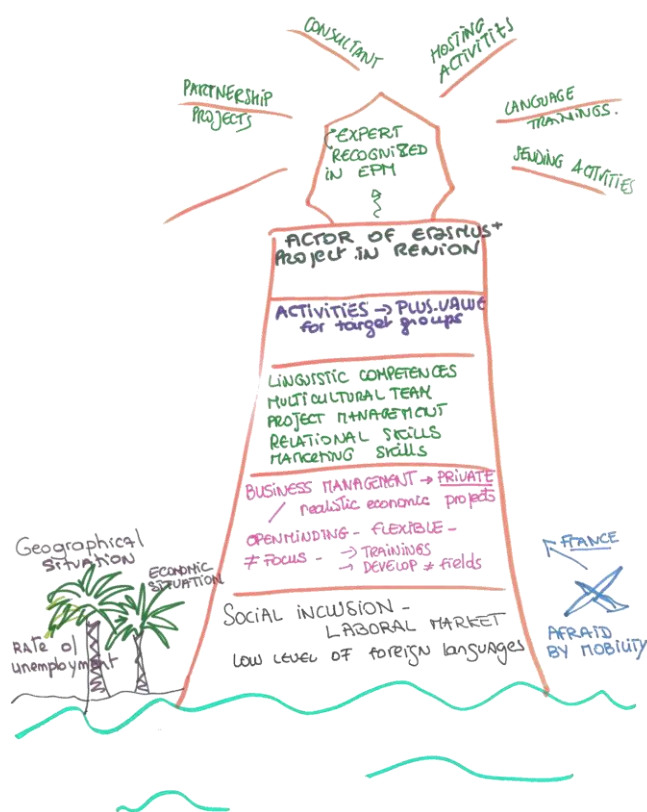
Beforehand team members filled the zero-questionnaire. The outcomes have been gathered in an overview to show the team where they stand in the process of quality culture.

But also how they feel individually about the process of the team year plan development and the possession of the necessary knowledge to do write a good plan. This lead to open conversations between team members. When talking about a culture of quality improvement starts, teams have to make decisions and 'rules': on which topics do we focus this year?

Teams also need to be realistic: what can we handle as a team? Which knowledge do we possess and when do we need a specialist? How many hours can we spend? How many aims can we work on? Which rules do we keep as a team? And, very important: which educational vision do we have and follow towards our students?

Piraeus, Greece, July 2017. IDEC piloted some of the tools of Qual4T2 project during the training course "Evaluation and Quality Assurance in schools and training organizations" on 3-7/07/2017 in Piraeus. Six teachers and trainers from Belgium and France attended the course, used the tools and provided their feedback. The trainer Natassa Kazantzidou, member of the Qual4T2 team, first introduced the Quality Guide and the tools and then used in different times, three of the tools of the project, incorporated in the course design.

The Lighthouse tool were used in the first day of the course, as an activity to prompt participants to capture the organization vision and mission and to see "the big picture". The participants evaluated very positively the tool, it helped to create a vision and to show what the school stands. The tool can also be used in the class with students, to create a common vision. It can also be used as an energizer in trainings and workshops.



Interested?

You can download and use the pilot version of guide and toolkit through our website:
www.qual4t.project.org/products/qual4t2