

### 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

February 2018, Zwolle, NL - The QUAL4T2 project is well on track, in this second year. Four transnational work meetings took place, the first multiplier events, pilot versions of the products have been developed and can be found on the project website under QUAL4T2 > products. The consortium started with questionnaires, to find out what the state of the art in the pilot teams was. In the end the project aims to change this for the best...

Currently pilots are taking place in Netherlands, Spain, Italy, Denmark and Greece. Teams are working with the method for effective team plan development as described in the Quality guide. While pilot teams are developing the new team plan, they have a toolkit for their disposal, that assists them in their work on the plan. The pilot ends with a feedback round. The feedback will be used to improve the guide and toolkit, before a final version will be published on the website.

On the website of the Dutch Quality network EQAVET.NL, an has been published about Quality improvement in Dutch VET-schools. The article also refers to the QUAL4T2 project, as coordinator Margrieta Kroese has shared the outcomes so far of this quality project about effective team planning and a culture of quality improvement in teams. Many other activities took place to make the project and its products visible for vocational education in partners countries and in Europe in general

### The partners



Landstede Groep

Landstede (NL)



CIOFS/FP

CIOFS-Formazione  
Professionale (Italia)



Politeknika Ikastegia Txorierri  
(Spain)



IDEC SA (Greece)



Koge Handelsskole (Denmark)

### Multiplier Event Seville

Seville, Spain (November 17, 2017) - Last November the first multiplier event to present the outcomes of the project QUAL4T2 took place in Seville, Spain. After a deep planning of the event, which included several activities related to the preparation of the programme, documents and promotional material, finally the day went by smoothly. Led by Margrieta Kroese (project coordinator-NL), Anabel Menica (project partner - ES) and Nathalie Peters (project assistant-NL), the event started at 10am and concluded at 15pm. 26 people from 20 different countries attended it.

Margrieta presented the schedule and programme followed by Anabel, who introduced the programme, aims, pilot products and pilots that are currently taking place in different countries, together with a video of the testimonials of the participating teachers.

Afterwards Margrieta presented the principal four aspects of quality culture. She then moved on to the four portraits of quality culture that have been developed by EQAVET.NL She explained the connection between the outcomes of the questionnaire (tool 1) from the pilot teams and the four portraits based on three real examples. This was the starting point of an inspirational event as it effectively showed the power of the portraits, of showing the teams the mirror that results from their own answers. She also introduced the three Themes of the Toolkit in pilot version and the tools of the first Theme (Working on Quality Culture).

Then Anabel presented the value of a strong team plan and showed the ten tools in themes B and C that can help teams to develop a team plan.

The ideas that came out were put in common and shared. All the participants were invited to join the facilitators for lunch in order to continue the discussions.

The event was successful and many participants showed real interest in implementing the QUAL4T2 material in their own organisations. With an overall score of 8.2 on a scale of 1-10, the facilitators felt pleased and appreciated the attendees' comments stating that they had been able to stimulate their learning (score 8.2) and that what they had learnt during this event would improve their teaching and professional performances (score 8.4).



### Project News

Gitte Dyrlov and Tina Biil Eriksen were present at the annual EfVet conference in Thessaloniki in October 2017, and here they – among other things – presented the Qual4T2 project at two so-called roundtable sessions. At the EfVet conference, international coordinators, managers of VET-schools, partners at National agencies and other European partners who work with Erasmus+, KA1 and KA2 projects have a chance to meet and exchange experiences. Therefore, Gitte and Tina had a very good opportunity to spread

the knowledge of the project focusing on further quality improvement for VET and guiding teacher teams in EU in strategic planning. Gitte and Tina represented the partners of the project which started up in 2016, and it is a follow-up on the Qual4T project focusing on quality awareness by individual teachers.



The project partners have developed a hands-on set of tools to be used by teacher teams in VET organisations to help improve quality work in teams, and the partners in the respective European countries demonstrate these tools at the moment. There were more interested listeners at the EfVet-conference, so it was a good way to make people aware of the project, which will end in 2019.

### Fourth project meeting in Piraeus

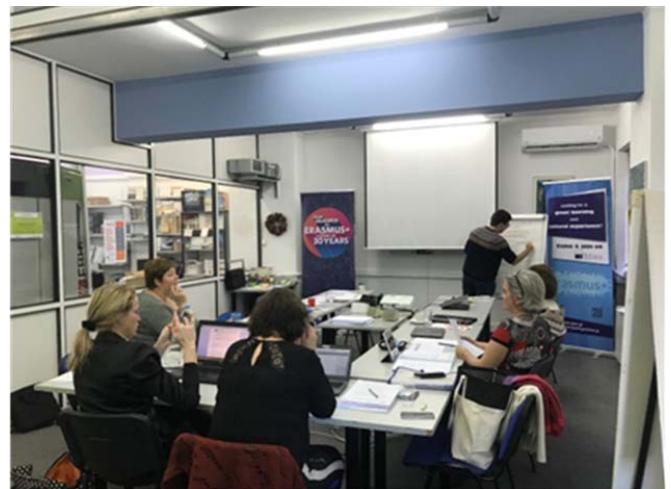
17-19 January 2018

The fourth transnational meeting of the project QUAL4T2 was held in Piraeus, during 17-19 of January 2018. The Steering Board worked together to talk about the progress of the pilot phase and the first reactions on the use of the tools. In particular, the partners had to talk about the current situation of workshops and pilot in their countries and identify "Best practices" during the pilot. Moreover, the Steering Board had a brainstorming about the programme of the Training and the expected outcomes.

The partners tuned up the valorisation activities and discussed about their ideas on the multiplier events. The teams in each country continue to test the tools and soon we expect to assess how much they helped them improve the way they arrange their team plans. A Peer Learning Activity was organised by IDEC, about "Quality measures for organising transnational learning events".

Through its Training Centre, IDEC organises national and transnational training sessions on a wide range of topics and of different types. The design of the training courses as well as the different learning methodologies were discussed and all partners contributed sharing their experiences and best practices.

The meeting was very productive, with high contribution by all participants. The friendly atmosphere and the mutual respect to each other's ideas are the most important factor for a successful outcome



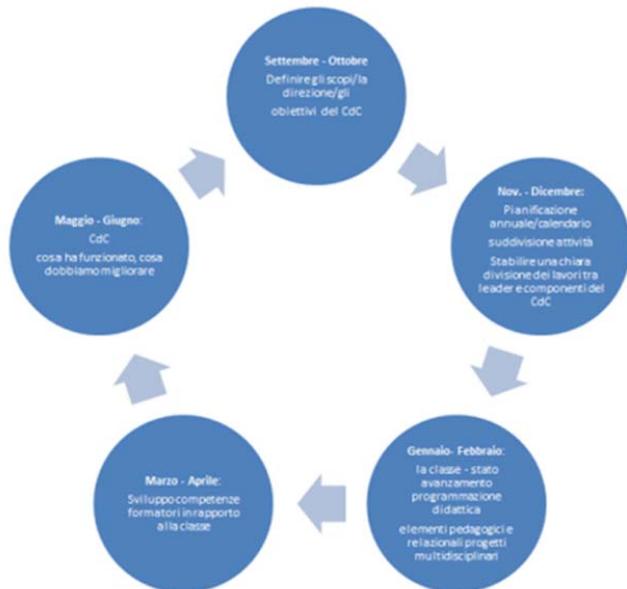
### Future Activities

The piloting will end in May and the report of such fundamental phase of the project is expected for end of June. The steering board will have a couple of months to study it, later in September they will meet in Køge for the fifth TM.



### Tools overview

#### Tool n°4 Five elements that form a good teaching teamwork



The Italian teams that are piloting the Q4T2 tools selected by the consortium of the project, have been exploiting the tool No. 4 directly to plan the piloting itself. It is a tool proposed to support how to plan the meetings of each group and to set the main topics for each meeting, or, as the title itself suggests, the five elements that form a good team teaching teamwork. Thus the Italian teams scheduled the following five meetings:

- 1.meeting *Clear direction for the team:* setting goals/directions/objectives of the group
- 2.meeting *Clear division of labour:* the concrete annual planning with dates and tasks for each component;

- 3.meeting *Teaching is a jointly affair:* the class - progress of teaching planning, pedagogical and relational elements, multidisciplinary projects;
- 4.meeting *Competency development in the team -* Development of skills of trainers in relation to emerging needs in the classroom
- 5.meeting *Evaluation and valorization Meeting -* What worked, what we need to improve

The first impression, at least from a visual viewpoint, was that the tool fully respected the Deming cycle. As suggested in introduction to the tool, CIOFS-FP created sharing spaces in the collaborative internal platform each one titled as each meeting: this has allowed each member of the team to interact and up/down-load their own proposals, suggestions and / or simple notes to be shared with colleagues the day of the meeting. To date, the tool has proved to be effective.

### Piloting activities

At Koege Business school, the teacher team of the study programme “Business Mathematics and Economy” at the business college department has been introduced to the Qual4T2 project at their team meetings, and we have interviewed team coordinator Sanne Snebjerg to find out how the team reacted upon starting up as a pilot team



At Køge Business School, there is a tendency of working together in teacher teams formed on the basis of the specific subjects the teachers teach – and therefore the work in the cross-curricular teams is sometimes not prioritized. To focus more on the work in the cross-curricular teamwork, Gitte Dyrloev and Tina Biil Eriksen were invited to a meeting with the teacher team of the study programme “Business Mathematics and Economy” at the upper secondary level at the business college department of Køge Business School

Team coordinator Sanne Snebjerg observed the reactions of the team members at this first meeting, where the idea of the project were introduced and the participants were asked to fill in the questionnaire. “This was definitely an eye-opener for my team”, Sanne says. “Already the first questions in the questionnaire made the members realize the lack of common visions and goals of the team”.

Based on the feedback of the team, Sanne planned the next team meeting in cooperation with Gitte and Tina. Here, the Lighthouse tool was introduced, as it connected very well with the focus on the “DNA” of the team which had to be specified to the management of the department. “I think the tool was very useful in the process of the team”, Sanne says. “It is systematic, but it also creates a space for new ideas and visions for the team.”

Sanne continues: “Based on this experience, we have decided to introduce more Qual4T2 tools at future team meetings. It is important that we plan our work and set common goals in order to make our work more strategic. Together with the pilot coaches next step will be to work on attaching greater priority to cross-curricular teamwork in the organization, so the positive reactions and greater awareness of quality in teams of the Business Mathematics and Economy team teachers will spread bottom-up at our school.”

## Key words on Piloting so far

February 2018, Rome, IT – the Transnational partners meeting held in Piraeus gave the partners the chance to share their own experiences of piloting the Q-guide and Q-tools at “home” and learn from each other activities.

All teams involved in the different countries felt not to have simply received the tools of the project but, due to the facilitators who explained them how each tool works, they were able to immediately understand the real application in their own organization, hence they were able to “exploit” each tool at best.

Some key words emerged from all the piloting activities in the different countries. Have a look at them and at the ideas behind them:

**Quality culture changes** - participants showed positive attitude towards new visions and perspectives which eventually can lead to organizational changes. They grasped the importance of investing in training as any changes interfere with the professional development (for instance the ability to cope with difficulties &/or a more effective use of time)

**Together** – participants opened to fresh new perspective of team working: from I to We; teams and managers has been working together mixing bottom-up & top-down approaches and reinforced active listening and willingness of sharing responsibility

**Ownership** - being concrete, realistic and ready-to-use tools teachers/trainers felt the ownership of them as they themselves can directly manage them and integrating them in a lasting structure;

**A stone into the water** - members of pilot teams meet with other colleagues in the school/VTC thus boost the interest of other teams/organizations

