

### The end of Qual4T2 project

We have arrived at the end of Qual4T2 project and this is our fifth and last newsletter. During these two and a half years, we have developed and piloted outputs for supporting teachers' teams in VET schools in their use of quality assurance mechanisms, using bottom up approaches. In this newsletter, you will read about our final products and latest project activities: Quality Guide for teams and Quality tools for teams, Story book, Training course, international multiplier event in Italy.

Nevertheless, our work in Quality does not stop. We invite you to follow our website for further news, after the project end.

### Publication of QUAL4T2 Story Book

**Zwolle**, January 2019 - The QUAL4T2 Story book is the most recent production of the QUAL4T2 project. It is a good practice guide, built up as a story book. In this book, readers travel through five Vocational Education and Training organizations in five European countries (Netherlands, Spain, Italy, Denmark and Greece).

This easy reading book tells the stories gained from different teacher teams in different cultures and different settings. Learn about the frustrations when something did not go as well as expected, share the euphoria when a success was reached.

It is the feedback from these teacher teams combined with our facilitators' meetings that resulted in this collection of good practices, tips and surprises. It also shows the impact of the project for the participating organizations! Teachers' testimonials can be found in the book too. The next testimonial comes from the cover: 'We celebrate every goal that we reach, and write it on a flag, so that we see it every day. And this garland in our office makes us happy and keeps us going while it is getting longer and more colorful every month' (anonymous team member, June 2018). Every chapter is ending with 'Successes and opportunities' and 'Pitfalls and difficulties'.

Enjoy these precious stories in which European teams really move forward to further excellence in Vocational Education and Training!

### The partners

**Landstede Groep**

Landstede (NL)



**CIOFS/FP**

CIOFS-Formazione  
Professionale (Italia)



Politeknika Ikastegia Txorierri  
(Spain)



IDEC SA (Greece)



Koge Handelsskole (Denmark)

## Training Course

### Further Quality Improvement in European VET



**Rome**, between 21-25th of January 2019, the training course of Qual4T2 project was organized in Rome, Italy, with the participation of delegations VET teachers – members of VET teams from Netherlands, Italy, Spain, Greece and Denmark.

The training course's agenda involved group activities related to the benefits of working on Quality Culture, teacher's team and their role in quality as well as the presentation of significant tools, proven to be useful for the implementation and dissemination of the project.

In the beginning of the course, participants selected their peers and created teams that continued to work together throughout the training. The benefits of working on quality culture was the first common idea that everybody agreed on and then, when testing the tools available (No2.Team Work café, No3.Lighthouse, No1.Questionnaire and SWOT analysis) the

participants commented on their use. Team planning was on the 2nd day's agenda, when tool No8. A roadmap to an effective team planning, was evaluated and all participants stated their point of view.

During the next days, the participants set up their Vision/Mission and defined SMART objectives, Action Points and Indicators. After that, they focused on Risk Assessment and Prevention of Risk; additionally, they established priorities. Planning and feedback seem to be the main focus of the last 2 days of the training, so participants discussed about Year Plans, Feedback methods related to peer groups and feedback coming from students.

By the end of the training course participants appeared to be even more motivated to work on Qual4T2 project. Everyone agreed on the high impact of the course and its international profile, especially on 'Spreading the Word', since common understanding, sharing internally and then putting the ideas exchanged in a national and international basis pointed out different, yet interesting perspectives.

Ownership was the key word in this project since Quality is an attitude and reflects the way people work.



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### Reflections from an international coordinator's desk – about working in teams

Three years ago, our school had not worked with KA2-projects for many years. Therefore, we were looking for excellent and experienced partners at various conferences. Yes – we admit that we tried to think tactically! Right from the beginning, we knew that we really wanted to work with KA2-projects, and we were fully aware of the fact that we had to find partners who understood that and accepted us as “the new girls in the class”.



We had attended more roundtable sessions lead by the very professional Margrieta Krose from Landstede – so at the EfVet conference in 2016, we arranged with her to come to Denmark to talk about the project Qual4T. We had a very good connection, and we were invited to become partners in this project, which is the continuation of the Qual4T-project.

If we at this point claimed that we had the slightest overview of the impact of the project work, we would be telling a lie! Working with a KA2-project was, as mentioned, a brand new experience to us – and we had to cope with a lot of new EU-terms, among other things.

Retrospectively, we have been supported by three very important factors:

**Good planning:** Especially for newcomers, planning is essential. It creates the possibility of a better overview of the process, making it easier to spot where to come up with relevant input. In our case, we found it quite overwhelming in the beginning to see all the schedules and excel-sheets prepared by the project management in advance – but very quickly these sheets turned out to our saviors if there were issues we needed to understand.

**An open-minded group, ready for changes:** Naturally, it has been a huge help and advance for us to work together with experienced, super-confident and professional colleagues from Europe. We have been so lucky to start our “project-career” as part of a group which quickly became not only good colleagues, but also good friends! We have had a lot of good laughs together, and last, but not least, we have remembered to celebrate every little step and victory of our common journey!

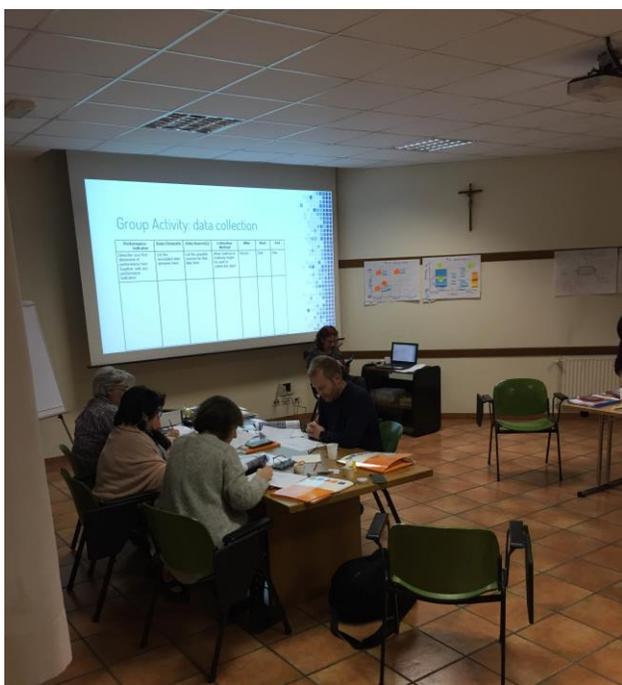
**Be responsible:** It is obvious that as a newcomer you are given tasks that the group needs to solve. Apart from the common tasks, we have found out that it is essential to offer whatever makes sense for the common work. This can be done on and off – but when making own contributions, the opportunity is there to make an impact on the work, even in old teams.

Now, at the end of the journey of the Qual4T2-project, we feel that we have gained a lot of experience. Our project focuses on strengthening the quality in teams at VET schools, and we can conclude that we ourselves have been part of a team working with quality.

All in all, we have learned which competences are needed to reach excellent results together – and luckily this is in line with the recommendations we give to our colleagues around Europe through our common project.

### QUAL4T2 presents the final QUALITY GUIDE FOR TEAMS and QUALITY TOOLKIT for TEAMS

The QUAL4T2 project team is proud to present the tried, tested and updated QUALITY GUIDE FOR TEAMS and QUALITY TOOLKIT. After an extensive 12-month pilot testing of the Guide and Tools in various teams in partner and associated VET colleges in DENMARK, ITALY, GREECE, the NETHERLANDS and SPAIN, the project-team has integrated the experiences and feedback of team users, and can now offer a solid framework and more polished set of tools for teacher and other teams to work together on bottom up quality awareness, strategic planning and prioritizing.



The updated QUALITY GUIDE offers: a brief introduction to quality culture including well known cyclical tools such as the PDCA cycle and EQAVET, an explanation of the potential of team working for the improvement of quality systems as opposed to individual quality efforts, a SWOT analysis on strategic planning and considerations on the usefulness of a team plan for the success of any organization.

The QUALITY TOOLKIT includes 3 updated sections which include activities to encourage teachers to become more involved in grass roots, collaborative team planning and to have the confidence to build, develop and implement annual year plans together.

The QUAL4T2 bottom up approach to Quality in teacher teams allows teachers to become active in the behaviors which expand quality in VET education in a very practical way. A series of 17 clearly explained team tools are presented in 3 sections

- ☐ Quality Culture
- ☐ Team Planning Tools
- ☐ Models for a Team Plan

All tools are purposely adaptable so that organizations and teams can make them workable for their own needs. Pilot experiences showed that the QUAL4T2 TOOLKIT and baseline approach supports organizational teams in creating a team plan; the number of individuals contributing to this more than doubles. Personal involvement in implementation and a people oriented focus also becomes integrated as the quality awareness is based on the team's own values and intentions.

The QUALITY GUIDE and TOOLKIT for teachers is now available for free downloading on the project website (<http://www.qual4t-project.org/>) in English, Danish, Dutch, German, Greek, Italian and Spanish along with the full QUAL4T2 pilot report and Q-STORY BOOK relating in depth best practice examples from partner pilot experiences. Please download the Guide and Tools and get in touch with any of the project partners (details available on the website/below) for more information or to add your feedback.

We trust the tools will support you and your team colleagues to work together more confidently and successfully in designing and prioritizing your goals and actions, and to achieve those goals. We wish you and your team every success!



## INTERNATIONAL MULTIPLIER EVENT IN ITALY

**Florence**, March 2019 - The transnational multiplier event, foreseen during project-life, was included as a specific workshop within the International Conference “New Perspectives in Science Education” organized by PIXEL on March 21 and 22, in Florence Italy.

The New Perspectives in Science Education Conference was an excellent opportunity for the presentation of our project: it has been the right place where to promote transnational cooperation and share QUAL4T2 stories towards education professionals.



Margrieta Kroese (project coordinator - NL), Anabel Menica (project partner - ES), and Francesca Di Paolantonio (project partner - IT) facilitated the workshop and the “warming-up” poster session that arose the interest of the participants at the Conference.

The facilitators had organized an active workshop where the participants got to know about the project and its intellectual outputs but also debated and shared ideas on possible exploitation of QUAL4T2 products within their own organization and further aside.

Eighteen (18) persons from twelve (12) countries attended the workshop and the poster session: they were all professionals in education being trainers, teachers, members of EU networks and quality operators.

Margrieta Kroese welcomed the participants and presented the QUAL4T2 project: its aims, the partners, the successes and the pitfalls from the piloting and the intellectual outputs. A first face-to-face activity involved the participants in discussing about their experiences in the use of a year plan.

Francesca Di Paolantonio introduced the three themes of the toolkit with a particular attention on those tools in theme A. She asked the participants their ideas and suggestions on how to best influence the quality culture in a team: develop a team identity, building a team atmosphere, drive teachers to give and receive feedback were some of the answers.

Anabel Menica explained the tools in Theme B and C and showed to the audience the roadmap as example of the tools there included. She invited the participants to the open space activity and explained the rules of such activity, of which the main was "Not to seat down, be active!"



Participants wrote their contributions in big white posters and asked the facilitators for further activities/events to hold even in their own organization.

All the participants were invited to joined the facilitators in working lunch tables to continue the interesting discussions and share ideas of further exploitation.

The event was successful and many participants showed real interest in exploiting QUAL4T2 material in their own organizations, as proved by the answers to the feedback form and, above all, by the active participation of all people present, each of whom has contributed to the effective implementation of the workshop.

