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| **The Project**  |
| independently of what quality model a provider use, it will not improve the quality of learning and organisation unless the staff are informed, motivated and engaged in the planning, implementation, evaluation and review process of Quality Management. It’s necessary the facilitation and improvement of learning.There is a need for guidelines which enables the leadership in a VET-provider to motivate and engage the teaching staff t for an active participation in quality initiative. Guidelines which support leadership in showing that quality initiatives:a) empowers, and encourages teachers to look at different ways of improving deliveryb) encourages teachers to self-assess and reflect on teaching practicesc) creates a shared vision on education and teachingd) creates greater enthusiasm for teaching and learninge) results in greater cohesion and co-operation between teachersf) encourages teachers to be more innovative and flexibleg) increases authority and responsibility, and therefore satisfactionh) leads to continual upgrading of skillsi) Is creating team ethos within the department. |
| **Steps**  |
| 1. Planning 2. Implementation 3. Assessment & Evaluation 4. Feedback |
| **Life Time of the project** |
| November 2012 October 2015 |
| **The objective of the project “Expanding the quality ‘SPIRIT’ of VET“** |
| is to develop a set of guidelines which enable and support the leadership in a VET-provider organisation to motivate and engage teaching staff in QA initiatives. The guidelines on institutional preparations which promote the participatory approach to ensure wide involvement of the teaching staff will consist of guidelines – manuals covering the following questions:1. How to create awareness of QA ideology and benefits2. How to engage staff in selection of QA model3. How to involve the staff in the planning of the Quality initiative4. How to keep the engagement of the teaching staff during the QA implementation5. How to plan the evaluation process of QA finding with the teaching staff6. How to review and plan for improvement of the VET-activities7. How to translate this to leadership style and promotion of a shared vision on education  |
| **Agenda** |
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| 09:30 Welcome coffee and Participants registration10:00 Seminar content presentation and reference framework10,15 Project presentation 10,30 Tools and instruments10,45 The first questionnaire and its findings11:00 best practises – Testimonial1 11:15 best practises – Testimonial 211:30 Q&A - Conclusions13,30 Lunch14:30 Peer group discussion15,30 Rond Table 16,30 End of the day  |
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| **Topics : How can VET maintain and improve quality?How can VET deal with the challenges it faces?** |
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| An open and safe culture of the organization is a requisite for an effective management and for learning and development of all staffTeachers are sceptical on quality initiatives since these initiatives in general do not have clear goals and are not facilitated well enoughQuality initiatives tend to get followed immediately by new ones, creating lots of restlessness within the organization as well as lack of time for good implementation |

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| Project: **“Expanding the quality ‘spirit’ of VET****Q & VET***PROJECT NUMBER – 527399-LLP-1-2012-1-SE-LEONARDO-LMP* |
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| ***Regional Seminar for VET Providers*** |
| Date & Place |
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