Self-responsible Schools
- from State Governance to direct responsibility and quality in VET

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Troubleshooting a car

The service manual of the year 1933 had 202 pages.

The service manual of the year 2008 has 13866 pages.
What do we learn from that!

We can change...
Requirements for the schools:

- Respond to new demands of the economy and society
- Improve the performance of the student
- Offer effective methods of leaning CBT, LLL, e-learning
- Improve the quality in schools

Answers:

- Self-responsibility
- Quality management
- Learn how to learn
- Culture of education
The Project

Organisational Structure

Quality Assurance

Quality Development

Educational Offer and Regional Educational Network

Finances

Recruitment and Staff Development
Project Management

Phase 1: Idea
  Gate 1

Phase 2: Planning
  Gate 2
  Requirements

Phase 3: Design
  Gate 3
  Design Review

Phase 4: Evaluation
  Gate 4
  Evaluation Review

Phase 5: Integration
  Gate 5

Phase 6: Final Phase
  Gate 6
  Project Review

END
Teaching and Learning-arrangements are geared to enable self-organized and life-long learning. Various groups of students are supported individually through organizational and special teaching measures and settings.
Our Learning Culture

<table>
<thead>
<tr>
<th>Standard</th>
<th>Syllabus</th>
<th>Curriculum</th>
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Grid of Competences

<table>
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<tr>
<th>Checklist A1</th>
<th>Checklist A2</th>
<th>Checklist B1</th>
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Learning Culture with performance control
Self-evaluating tests
Learning steps, - jobs, - units
Self-responsible tests and formative tests
Objective:

Schools have introduced an admitted Quality-Management Model and participate in the process of evaluation.
The **Q2E model (Quality by evaluation and development)** is considered to be a guide for the development of a quality management system at schools.

Schools who want to be certified must be evaluated first by a recognized specialized entity for external school evaluations according to **Q2E Standards**.
Board of School

Head of School
8 Teachers
2 Representatives of the students
1 Representative of the parents

Department I
- Vocational School
  - Teams and Tasks
  - Sub-Teams and Tasks

Department II
- Vocational Secondary
  - Teams and Tasks

Department III
- Vocational College
  - Teams and Tasks

Department IV
- Profess. Assistants
  - Teams and Tasks

Department V
- Basic VET
  - Teams and Tasks
  - Not subordinated Teams and Tasks

Dean, Vice-Dean, Heads of Departments
The school decides autonomous on the HRM development concerning employment, promotion and further training due to the budget.
The school manages its own budget in self-responsibility.

Additional income can be generated

Business planning:
- Money
- Manpower
- Machine/Material
- Management
- HRM
- Market
- Method
The schools conduct further training programmes and upgrading qualifications as regional coordinated educational programmes.
Benefits of the self-responsible School

More Freedom for the Teachers

→ Competences/Standards instead of systematic subject knowledge

Self-responsibility and Quality Assurance

→ Satisfaction of customer and supplier

New Culture of Participation

Participation of Everybody from Top to Bottom and Bottom to Top

In the Past: me and my class

Now: we and our school
Benefits of the self-responsible School

Selection of its own Staff
- Corporate Identity
- Effective Spending of Financial Resources

Budget Responsibility
- Fulfil the Educational Needs and Training Demands

Response to the Market
- Recruitment and Staff Development
- Finances
- Educational Offer and Regional Educational Network
Most important Results of the Evaluation

Satisfaction of the Staff
  Considerate and friendly Teamwork

Quality
  The Process of Learning improved
  The Quality of Teaching and Learning increased

Everybody involved from Student to Teacher, from School Authorities to Stakeholders are convinced with the Progress
Transport the decisions consequently towards the School and into the School

Monitor the Quality-process on all levels (micro, meta, macro)

Watch the Key-Objective!

Improve Education & Training
Thank you for your Attention!

More about the project you may get from:

www.selbstverantwortungplus.de

We do not claim to be the Apple
but we go for it and we can