

Project ID No.	CP 220 / 2 / 1 / 18 V2
GOAL	4
SUB-PROGRAM	

Effective Networking Communities of Practice

Action plans must be submitted online to www.reframingthefuture.net by COB Tuesday 20 June 2006.

Please refer to 'How to submit an action plan online' in the Reframing the Future handout or on the website.

All sections must be completed.

Please note: sections 1 – 9 of this document will be uploaded onto the Reframing the Future website. Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.

Name of organisation funded by Reframing the Future

TAFE NSW Hunter Institute

1. Convenor's details

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3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

The proposed Community of Practice creates an opportunity for Aboriginal people to learn from each other and experts about how to improve learning outcomes for Aboriginal students in Vocational Education and Training.

Through this Community of Practice the intended outcomes will include:

1. Sharing knowledge and understanding of practice for Indigenous people working in TAFE NSW Hunter Institute, Aboriginal Education and Training Directorate, Business, Arts and Information Technology Curriculum Centre and the School of Aboriginal Studies at the University of Newcastle.
2. Sharing an interest in implementing the National Training System including: quality, practice, AQTF, training packages and quality and consistency in culturally appropriate teaching, learning and assessment.
3. Improving learning outcomes for Aboriginal students
4. Addressing pertinent recommendations from the New South Wales Review of Aboriginal Education: *Yanigurra Muya: Ganggurrinyma Yaarri Guurulaw Yirringin.gurray: Freeing the Spirit: Dreaming an Equal Future.*

5. Increasing participants' application of new educational technologies as part of their approaches to teaching and learning.
6. Fostering innovation and quality in VET.
7. Improving productivity.
8. Establishing strategic partnerships with TAFE NSW Hunter Institute, Aboriginal Education and Training Directorate, Business, Arts and Information Technology Curriculum Centre and the University of Newcastle for implementation of the National Training System and building sustainable inter-cultural relationships based upon equity and mutual learning/respect.
9. Developing professional relationships with other participants.
10. Honouring Indigenous ways of knowing and learning.

4. Domain of knowledge

What aspects of the national training system will be addressed by your project?
(e.g. establishing relationships with industry clients; improving workplace assessment or delivery; implementing new Training Packages)

Domain of Knowledge: Implementation of the new Aboriginal Cultural Education Program and Aboriginal Leadership Course by TAFE NSW Hunter Institute, the Aboriginal Education and Training Directorate, Business, Arts and Information Technology Curriculum Centre – TAFE NSW and the School of Aboriginal Studies at the University of Newcastle.

In particular, the Community of Practice will undertake group research into AQTF guidelines, Aboriginal issues in VET, flexible delivery options, and the requirements of the new Aboriginal Cultural Education Program and Aboriginal Leadership Course.

Members from each training organisation have considerable experience and knowledge in the delivery of Education and Training to Indigenous people. They have each produced excellent educational resources. These existing materials and personal experiences will be shared throughout the Community.

5. Facilitating your community of practice

Please describe how you propose to facilitate your group progressing through the stages of growth of a Community of Practice (see Table 4.1 in the report: *The Potential for Communities of Practice to underpin the National Training Framework*):

The project will begin at the coalescing stage. Participants are from TAFE NSW Hunter Institute, Aboriginal Education and Training Directorate – Department of Education and Training, Business, Arts and Information Technology Curriculum Centre – TAFE NSW and the School of Aboriginal Studies at the University of Newcastle.

TAFE NSW Hunter Institute has developed collaborative arrangements with these organisations on previous projects and training programs relating to the National Training System.

It is intended that a skilled Community of Practice facilitator is employed to guide and facilitate this community through the processes and developmental stages inherent in the concept. This will ensure the maintenance of the focus for "Aboriginal Education". It is envisaged that the facilitator will ensure the community understands the internal structure of a Community of Practice.

Through the active stage participants will work together to:

- Share and consolidate current knowledge about issues and training needs of Aboriginal people, and the suitability of available learning/teaching resources for the Aboriginal Cultural Education Program and the Aboriginal Leadership Course.
- Attend two workshops where each member presents their own learning to their fellow colleagues and to other TAFE personnel within New South Wales.

6. Structuring your community

Please describe how you propose to support the development of the three components of your community: its domain of knowledge, community and practice (see *Effectively Structuring Communities of Practice in VET*):

Domain of Knowledge: Knowledge will be shared by TAFE NSW Hunter Institute, Aboriginal Education and Training Directorate – Department of Education and Training, Business, Arts and Information Technology Curriculum Centre – TAFE NSW and the School of Aboriginal Studies at the University of Newcastle. All have considerable experience and knowledge and have produced excellent educational resources. Sharing of existing material and personal experiences will also take place.

The Community of Practice will undertake group research into AQTF guidelines, Aboriginal issues in VET, flexible delivery options and the requirements of the new Aboriginal Cultural Education Program and Aboriginal Leadership Course.

The knowledge gained from this Community of Practice will be shared with other TAFE NSW Hunter Institute staff and other TAFE personnel, such as Aboriginal Development Managers and Aboriginal Coordinators throughout the State.

Community: The Community of Practice will consist of key staff from TAFE NSW Hunter Institute Purrimaibahn Aboriginal Education and Training Unit, Aboriginal Education and Training Directorate – Department of Education and Training, Business, Arts and Information Technology Curriculum Centre – TAFE NSW and the School of Aboriginal Studies at the University of Newcastle. Meetings will be held to share knowledge and assist each other to access useful resources. Each team member will add to the knowledge base and professional development of other participants.

Workshops for other VET staff will be held to ensure that information gathered by the Community of Practice is made available beyond the project team.

Practice: Project documentation of learning and teaching materials, workshop documents and projects reports will become resources for good practice for all participating organisations.

Identification of issues and strategies for the effective delivery of the Aboriginal Cultural Education Program and Aboriginal Leadership Course will contribute to improved organisational delivery.

7. Anticipated outcomes (see Chapters 6-7 of *The Potential*)

Please describe the outcomes anticipated as a result of your project:

<p>for participating individuals</p>	<ul style="list-style-type: none"> - Individuals will gain access to new knowledge, increase their ability to manage change, foster trust amongst themselves to share processes and tools. They will maintain regular communication and develop a team approach to problem solving issues involving education delivery and workplace education, training and assessment issues. - Individuals will increase their skills during the community of practice project, which will enable them to focus on their own professional development needs. As a result participants will further increase their levels of knowledge in regard to training packages. - Individuals will improve work practices in regard to these issues. - Individuals will gain an understanding of the National Training System, particular focus will be centred on how National Training System is the benchmark of training and how it incorporates the endorsed components of units of competency and the related guidelines by which these units are to be assessed, leading to the completion of a national qualification. - Individuals will gain an understanding of the four main features of the National Training System: 1) Industry driven, 2) Competency based, 3) Adaptable, 4) Flexible. - Individuals will gain an understanding of resources that support a National Training Package. - Individuals will gain an understanding of competency standards and benefits.
<p>for participating organisations</p>	<ul style="list-style-type: none"> - The Community of Practice will create a cohesive commitment to the ongoing development of training and assessment material. It will contribute to a more cooperative learning work culture, where staff members can share knowledge and resources to better achieve the corporate aims of the Hunter Institute. From a disparate group of individuals we will create an effective work team, which is able to maintain and develop communications through learning resources.

8. Evaluation

Please provide an outline of the methods you will use to evaluate the participants' learning and your project's efficiency and effectiveness.

A range of methods will be utilised to evaluate the Community of Practice, some will include:

- monitoring participants own progress through a skills audit at the beginning and end of the Community of Practice;
- reflective activities in the form of either a short survey or short narrative that maps out what skills, knowledge/capability, attitudes have been learned by the members and how they learnt this, how are they demonstrating this and the impact this has made;

- observations;
- participant feedback; and
- facilitator feedback.

9. Project timeframe

Please list project milestones and key dates

Milestone	Key date
Project Team Establishment	May
Project Team Meetings	Monthly
Project Convenor to attend Community of Practice Workshop ~ Sydney	May
Action Plan	June
First Workshop for Community Members	August
Mid-term Report	September
Mid Term Forum	September
Second Workshop for Community Members	October
Evaluation of Project and Workshops	December
Final Report and Acquittal to Reframing the Future	December