

Project ID No.	CP 453 / 4 / 1 / 12
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 Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.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

[Southern Queensland Institute of TAFE](#)

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3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

To formalise a Creative Industry education and training community of practice in the Darling Downs region. It is envisaged that it will encompass the Compulsory, Post compulsory and Industry sectors. By encouraging open dialogue engage in establishing partnerships and pathways to deliver training of, and for, Arts professionals by:

- establishing a model of Components of Process in Creative Practice which in conjunction with AQF provides a guide to pathways through Creative Industries training
- expanding the delivery and assessment models for Creative Industries training on the Darling Downs,
- identifying Creative Industries partnering opportunities for Schools, TAFE, University, industry and community,
- identifying opportunities for delivery of Indigenous specific courses targeting the disciplines of Visual arts, Music and Multimedia and Arts sector small business skills,

- implementing potential training and education pathways for those wishing to enter the Creative Industries,
- identifying and implementing professional development and/or recognition of existing skills and knowledge for those in Industry, and
- ensuring knowledge and implementation of AQTF.

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) (Please add rows as required)

Effective and innovative Creative Industries training for the Darling Downs Region through:

- Identifying partners to deliver Creative Industries training in innovative ways (e.g. school /TAFE partnerships),
- Identifying pathways and programs for innovative delivery of Creative Industries training ,
- Implementing innovative delivery of Creative Industries Training and education through new technologies and partnerships,
- ensuring consistent and quality practice in the delivery of Creative Industries Training and Education meeting the needs of industry in the Darling Downs region

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 first stage of development is the **Potential** Stage. Southern Queensland Institute of TAFE Creative Media Team through its 2005 Reframing the Future Industry Networking Project successfully identified a number of areas of need and was able to establish a range of collaborative and strategic relationships in order to implement the national training system. These include

1. Working with Schools - Senior Phase of Learning,
 - a. Dalby State High School – delivering the Certificate 3 in Indigenous Art in school facilities to ‘at risk’ indigenous students,
 - b. Internal delivery (Toowoomba Campus) of Certificate 3 in Visual Arts and Contemporary Craft to Senior Phase of Learning students attending Part time over 2 years of senior studies, (Qualification to be included on QCA),
2. Working with “The Artists Cottage” Kingaroy as a collaborative arrangement with local industry to deliver Certificate qualifications in Visual Arts and Contemporary Craft in what has been regarded as a “thin” training market
3. Collaborating with Skill Centred Toowoomba to undertake an RPL project recognising skills gained during Work for the Dole projects.

In establishing the Community of Practice, the Creative Media Team would seek to reinforce the relationships that exist. The network is at the **coalescing** stage having realised the potential in engaging to share information and resources and to develop practice. Through one on one meetings a sustained learning community based around a model of “Components of Process in Creative Practice” will be formed. Through the project Creative Media Team will commit to extend the scope and range of collaboration. Further the project will allow the team to establish collaborative arrangements, strategic partnerships and/or include as community members:

- the University sector, in particular the University of Southern Queensland in order to readdress the articulation arrangements or enter into cooperative delivery of dual qualifications,
- further schools, aiming to extend Senior Phase of Learning arrangements with additional schools and exploring possibilities for extending the range of qualifications available,

- community organisations such as the Toowoomba Art Society and the Art Council Toowoomba in order to collaborate in providing access to registered training to members, and
- Creative Industries Skills Council as the peak industry body for the arts.

It is intended to :

- Use facilitated forums for information delivery and comparison and discussion of models of networking,
- Engagement of individuals and institutions not previously involved (demonstrated benefits and professional development),
- Implement geographic or discipline sub-structures to increase the reach and capacity of the community to facilitate member learning and problem solving.,
- Mentoring and coaching in implementation of suitable models of networking and problem solving,
- Evaluate and re-evaluate success of community at defined periods.

At the **Active** stage, it can be expected that members will engage in developing the agenda to the point that pathways, resources and practices are created and shared and that partnerships are created in order to collaboratively facilitate training and education in the Creative Industries. It is envisaged that a Face to Face meeting be held in early December in order to cement the CoP. Facilitation of communication and relationship building in the intervening time will be critical to the maintenance of the community. During this period it is envisaged that individual face to face and teleconference and / or videoconference activity will occur and that communication will be supported by email web board.

Whether the community moves to the fourth **Dispersed** stage or the fifth **Memorable** stage will be dependent on the successes of the CoP and the links created by the members as participants in the community of practice.

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*):

Structural elements	Strategies
Domain	Effective and innovative Creative Industries training for the Darling Downs Region through <ul style="list-style-type: none"> • Identifying potential partners for innovative delivery of Creative Industries training, • Identifying potential pathways and programs for innovative delivery of Creative Industries training, • Work to implement innovative delivery of Creative Industries Training and education through new technologies and partnerships, • working together to ensure consistent and quality practice in the delivery of Creative Industries Training and Education meets the needs of industry in the Darling Downs region
Community	<ul style="list-style-type: none"> • Commence with one on one meetings with teachers, VET coordinators and other reps from existing Partners and collaborators. • Conduct one on one meetings with teachers, VET coordinators and other reps from other compulsory and post compulsory education institutions and industry. • Create an online community opportunity. • Face to face meetings wherever practical.
Practice	Creation of a model of 'Components of Process in Creative Practice' to utilise in relation with AQF in establishing pathways and practices.

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

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

for participating individuals	<ul style="list-style-type: none"> • Engagement with professionals across all sectors of education and Training in the Creative Industries in the Darling Downs in order to share practice and deepen knowledge. • Maximise learning about current VET practices, AQTF, AQF and training Packages • Avenues to engage with regional Creative Industry sector. • Development of flexible delivery skills and blended delivery options across all sectors.
for participating organisations	<ul style="list-style-type: none"> • Create partnerships in order that effective and efficient training is provided to clients, • Provide opportunities for implementation of the Queensland Skills Plan for students engaged in the Senior Phase of Learning. • Sharing of resources and corporate knowledge, • Develop and implement effective pathways to best meet the needs of clients and provide for development and progression through training into industry, • Through the identification of needs and potential strategies and partners provide the conditions for further innovation and development.

8. Evaluation

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

In establishing the Community of Practice, the Creative Media Team will realise the potential in engaging to share information and resources and to develop practice through:

- engagement of individuals and institutions currently already engaged in collaboration or partnership,
- use of facilitated forums for information delivery and comparison and discussion of models of networking,
- engagement of individuals and institutions not previously involved (demonstrated benefits and professional development),
- Implement geographic or discipline sub-structures to increase the reach and capacity of the community to facilitate member learning and problem solving.,
- Mentoring and coaching in implementation of suitable models of networking and problem solving,
- re-evaluation of success of community at defined periods.

As the Project progresses both formative and summative evaluation will take place including formal and informal processes of questioning and feedback from individuals and/or groups, the facilitator and convener including:

- Provision of Questionnaires
- Seeking Verbal Feedback

Key evaluative questions to be asked along the way include:

- What do we understand?
- What do we need?
- What have we learned?
- What have we achieved?

- What are we aiming for?
- What do we need to achieve it?

Finally the following questions need to be asked as a community:

- Have we created options for sustainability?
- How have we provided for conditions and extension of membership?
- What support can we give to members for 2007 in pursuing individual projects and the national training agenda implementation within their organisation?

A Key evaluative point will be the establishment of a model for

9. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Write and Submit action Plan	30 th of June
Create a draft model of Components of Process in Creative Practice for application of AQF	30 th of July
Explore and establish a web board and email lists – (e.g. EdNA Online)	
One on one meetings with established partners and collaborators	
Principals Meeting – Meeting the QCE: SQIT Programs, Planning and Partners Toowoomba Campus SQIT.	25 th of August
Program of visits to interstate and state-wide providers and colleagues to examine partnership, delivery, and pathway models	30 th of September
One on One Meetings with Creative Industries related Secondary Teachers, school VET Coordinators, USQ representatives	Up to 30 th of October
Release final Draft of model of Components of Process in Creative Practice	10 th of November
Meeting - Face to Face and Videoling to regional areas	Week of 4-8 th December
Implement model of Components of Process in Creative Practice	
Submit final report and invoice	December