

Project ID No.	CP 50 / 7 / 1 / 07
GOAL	4 SUB-PROGRAM

## Effective Networking Communities of Practice

Action plans must be submitted online to [www.reframingthefuture.net](http://www.reframingthefuture.net) by COB Tuesday 5 June 2007.

Please select "Submit a Form" on the Home Page Menu and follow the prompts.

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 Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.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

Gordon Institute of TAFE

#### 1. Convenor's details

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#### 3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

- ❖ To build a community equipped to respond to the needs of global industry and rapid technological change.
- ❖ To provide high quality, flexible and innovative approaches in the national provision of training to meet the needs of the Fashion, Textiles and Apparel sector.
- ❖ To develop the collective knowledge and skills of a diverse network of individuals and organisations bound together by a common purpose.

#### 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)

The National TCF Community of Practice will build on the considerable successes of the 2006 Victorian TCF Community of Practice. In 2006 all Victorian TAFEs' involved in the delivery of the suite of Fashion, Textiles & Apparel courses and industry representatives from a number of organisations came together to work collaboratively towards implementation of the Revised TCF Training Package. Realising the value of their combined input and the potential to make a significant impact on successful implementation in a national context, the Community will make a transition to form a 2007 National TCF Community of Practice.

The 2007 National TCF Community of Practice will lead to the establishment and reinforcement of collaborative arrangements or strategic partnerships for the implementation of the National Training System in a number of ways:

- ❖ National links will contribute to consistency in the delivery and assessment of the Fashion, Textiles and Apparel courses within the Textiles, Clothing and Footwear Training Package (LMT00). The development of a balanced set of implementation strategies will be enhanced through the combined input of members, who will bring their skills, knowledge and experience to contribute to and achieve quality outputs.
- ❖ Region specific training, delivery and assessment needs will be identified and strategies developed to address those needs.
- ❖ Identified Industry training issues and provision including emerging industry training needs; understanding of the National Training System; familiarisation of Training Package content and benefits; AQTF compliance, and industry acceptance of qualifications will be addressed on a national level.
- ❖ By bringing together public and private RTOs from around Australia issues relating to delivery, assessment, moderation, validation and evaluation will be addressed and solutions identified and implemented. Private RTOs will also be supported through the Community of Practice.
- ❖ Development of resources and delivery strategies will support teachers in the implementation of the Revised Training Package.

#### 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*):

In adopting the work of Wenger (1998) the following stages of development will be employed to facilitate the stages of growth of the Community of Practice:

- ❖ Potential – Identifying and confirming community membership through generation of awareness of the project via distribution to all participating RTO's in Australia, informal networking arrangements, professional conversations, friendships, Internship liaison and industry partnerships. Anticipated outcomes and professional development potential will be promoted and the benefits of collaboration will be emphasised.
- ❖ Coalescing – Communicating with existing and new community members to confirm commitment and connectedness, bringing members together at a one day Forum to identify and discuss issues surrounding course delivery, quality and consistency of assessment, moderation, validation and evaluation.
- ❖ Active – Creating a social framework and encouraging members to participate in the incubation and generation of solutions through the sharing of ideas and experiences, problem-solving, decision-making, formalising strategies, the improvement of practice and the nurturing of ongoing relationships. Members will be able to communicate at any time via dedicated website and email. One day Forums will be the method used to bring the group together at intervals. Teleconferencing as deemed necessary by the group will be

used to support the face-to-face meetings to maintain connectedness. Through participation in these communication strategies, teaching and learning resources, assessment guides and developmental tools will be created and shared throughout the community.

- ❖ Dispersed – Communication strategies developed for the above stages will continue to be employed. Members will be encouraged to continue their contributions to the Community of Practice. It is envisaged that the Community of Practice will continue active involvement for some years.
- ❖ Memorable – As this will be the first National Community of Practice to be developed by the Gordon Institute of TAFE for the Textiles, Clothing and Footwear Industry it will have significantly impacted on both the educational and Textiles, Clothing and Footwear sectors.

## 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*):

The project will employ a three-part structure, incorporating the structural elements described in Wenger et al (2002) namely:

- ❖ Domain of knowledge – this will create common ground and a sense of common knowledge in the community
- ❖ Community – this will create the social fabric of learning
- ❖ Practice – this will develop a set of frameworks, ideas, tools, information, styles, language, stories and documents that community members share (pp 27-29).

### Domain of Knowledge

The domain of knowledge will continue to evolve from a need to deepen understanding and address industry training issues and provision, including identification of emerging industry training needs; understanding of the National Training System; familiarisation of new Training Package content and benefits; AQTF compliance, and industry acceptance of qualifications. The domain will provide the purpose for developing effective collaborative relationships to support the implementation and delivery of the Revised TCF Training Package.

### Community

The Community of Practice will use various strategies in order to develop its Community. It is anticipated that these will include the following:

- Enable different levels of participation depending on participants' needs, availability, time and experience.
- Foster relationships between private and public RTOs and industry practitioners.
- Encourage interaction at regular intervals to discuss issues critical to the evolving domain. This will involve conducting national forums focussing on issues surrounding the implementation and delivery of the Revised TCF Training Package. Teleconferencing will also be used as necessary.
- Develop a communications hub through a dedicated website, for participants to share resources and knowledge; to seek and provide support to others, and to share stories and experiences.
- At the outset, engender a feeling of belonging by involving existing and new members in the setting of goals and objectives.
- Encourage collaboration towards increasing consistency and value of training.

### Practice

The practice will grow from the need to develop strategies to implement and deliver the TCF Training Package. A number of keynote speakers and structured workshop activities will support this at planned events. Practice will be enhanced through the combined input of members, who will bring their skills, knowledge and experience to contribute to, and achieve, quality outputs.

- Co-facilitation will be utilised at forum days to help create forums for thinking as well as systems for sharing. Methodologies for achieving this will include: whole group discussions and smaller group, ie 'round table', structured activities.
- Prior to attendance at events, members may be encouraged to consider responses and input to some pre-set topics.
- An A4 folder will be distributed to each member at the first National forum. Initially, this folder will contain information about the project, building a Community of Practice, the domain of knowledge of the Community, any new shared resources, Reframing the Future publications and evaluation surveys. Members will be encouraged to utilise the folder as an ongoing information repository.
- Email will be used extensively for: contact lists, exchange of ideas between individuals and groups, tracking of proceedings, distribution of developed documents and tools, and measuring value.
- Deliberate discussion will be constructed to highlight the critical issues of the domain.
- A dedicated website will be used as a tool for sharing, creating and enhancing knowledge. The website will also be used for promotion of the Community within the Community, and as a repository for collective information.

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

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

It is anticipated that the project will be of considerable benefit to both individuals and organisations. In accordance with Mitchell (2003):

- ❖ Communities of practice enable practitioners to develop sophisticated skills and knowledge to function effectively in the changing VET arena.
- ❖ Communities of practice create value in multiple ways and hence deserve ongoing systemic and organisational support in VET.
- ❖ Communities of practice have a three part structure that needs to be understood and managed if the full benefits of communities are to be felt within VET. (p 32)

<p>for participating individuals</p>	<ul style="list-style-type: none"> <li>❖ To enhance the professional capabilities and personal confidence of individual participants.</li> <li>❖ To provide access to new knowledge.</li> <li>❖ To build a new social learning system in which individuals are empowered to explore, innovate and flourish.</li> <li>❖ To help individuals to manage and facilitate change in a positive way.</li> <li>❖ To achieve a sense of community with others bound by common purpose and a sense of trust.</li> <li>❖ To value and nurture in self and others: trust, goodwill, passion and commitment.</li> </ul>
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<p>for participating organisations</p>	<ul style="list-style-type: none"> <li>❖ Establishment of a national network of Textile, Clothing and Footwear VET practitioners and industry practitioners working with common purpose.</li> <li>❖ To increase the capability and productivity of VET practitioners.</li> <li>❖ To decrease duplication of resources.</li> <li>❖ To increase the capacity of VET practitioners to provide flexible, innovative and creative approaches in the provision of training to meet the needs of the Fashion, Textiles and Apparel sector.</li> <li>❖ To nurture development of the collective knowledge and skills of a growing network of individuals and organisations.</li> <li>❖ To build a community that can respond to the challenges of global industry and rapid technological change.</li> <li>❖ To provide increasing consistency and value of education and training for the Textile, Clothing and Footwear Industry.</li> <li>❖ To improve industry relationships.</li> </ul>
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**8. Promotion**

Please outline how your project's processes and products will be promoted:

<p>within your organisation(s)</p>	<ul style="list-style-type: none"> <li>❖ Gordon website</li> <li>❖ Fashion team meetings, school meetings, conferences</li> <li>❖ Formal and informal discussions with colleagues</li> <li>❖ Through PD activities for sharing new skills, knowledge and attitudes with others. Eg. Celebrate Teaching &amp; Learning</li> <li>❖ Dedicated website for all members of C of P</li> <li>❖ Community of Practice wines (art label series)</li> <li>❖ Logo and template development</li> </ul>
<p>to industry and other relevant organisations</p>	<ul style="list-style-type: none"> <li>❖ C of P newsletters</li> <li>❖ Articles in CMM newsletter</li> <li>❖ Word of mouth</li> <li>❖ By encouraging each participating state to form sub-groups of the C of P</li> <li>❖ Continue to recruit industry representatives into the Community</li> </ul>
<p>to the broader VET sector</p>	<ul style="list-style-type: none"> <li>❖ Participation in RtF Mid-term and National forums</li> </ul>

## **9. Evaluation**

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

Members will evaluate their own achievements and activities using a variety of approaches and will be encouraged to share their reflections in line with the six stage model based on Brinkerhof (1987). Within this work based learning model, the Community of Practice will be in continuous self-evaluative mode throughout the project.

An open-ended survey will be the instrument for formal evaluation of how well the challenges have been met at milestone achievements throughout the project.

## 1. Goal Setting Stage

*Evaluation Strategy* – Open discussion

A prediction of the likely outcomes and limitations of the project is formed through formal and informal discussion processes with curriculum managers, educational managers, colleagues and industry practitioners.

## 2. Project Design Stage

*Evaluation Strategy* – Pre-Forum Survey

Expert advice is sought on project methodology.

A pre-forum survey is circulated to community members to gain participant input on preferred methodology.

Mentors and project work group are in place as support mechanisms to facilitator/ convenors.

Preparation of the Reframing the Future Action Plan is completed by June 5th

Tools to measure the success of the project's performance through its various stages is in the development process.

## 3. Program Implementation Stage

*Evaluation Strategy* – Ongoing checking

Progress is continuously checked against original schedules and goals.

## 4. Immediate Outcomes Stage

*Evaluation Strategy* – Reflection, Skills Audit and informal observation

Reflective activities and a Skills Audit will be the methods used at the July and November Forums to measure the level of development of new skills, knowledge and attitudes. In addition, informal observations will monitor participant learning.

## 5. Outcomes Usage Stage

*Evaluation Strategy* – Questionnaire, and discussion

To measure contributions and usage of shared resources we will employ the use of questionnaires, a website counter, discussions at forums and informal discussions.

## 6. Impacts and Worth Stage

*Evaluation Strategy* – interview and general feedback

It anticipated that Interviews, Feedback sessions and preparation of the Reframing the Future Final Report will be the mechanisms used to measure the impact and worth of the project for individuals and organisations respectively.

## 10. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Project preparation complete	Late April 2007
Project Action Plan Due	Tuesday, 5 June 2007
Project Work Group meeting	Mid July
I Day Forum National TCF Community of Practice	Thursday, 23 August 2007
Project Mid-Term report Due	Tuesday, 28 August 2007
Mid-term Reframing the Future forums	Mid September 2007

Teleconference as deemed necessary by Community Members	October 2007
Project Work Group meeting	Early November 2007
National Reframing the Future Forum – Sofitel Brisbane	Monday 19 & Tuesday 20 November 2007
1 Day Forum National TCF Community of Practice & Celebration	Late November 2007
Final Report Due	Tuesday, 27 November 2007
All aspects of the project submitted including; signed financial statement and financial invoice	Monday, 28 January 2007