

## ANGEL STRATEGIC PARTENSHIP

2017-1-EN01-KA201-037369 - Duration agreement 01/09/2017 - 31/12/2020

# COMPETENCY REFERENCE FRAMEWORK DESIGNED BY THE ACTORS OF THE ANGEL PROJECT

### ORGANISATIONAL POLE

**CO.1: Co-construct a national, pan-European or international network of classlabs ("change support laboratories").**

***CO.1: Co-construct a national, pan-European or international network of classlabs ("change support laboratories").***

P1: Experiments in her daily work environment with one or the other proposal of a classlab.

P2: Makes her daily work environment a classlab.

P3: Takes part in the development of the classlab in his/her establishment.

P4: Contributes in an original way to the development of his or her school's classlab.

P5 : Participates in the development of a national, pan-European or international network of classlabs.

P6 : Contributes in an original way to the development of a national, pan-European or international network of classlabs.

P7 : Mobilises its expertise to support other national, pan-European or international projects.

### ORGANISATIONAL POLE

**CO.2: Steering by developing distributed leadership.**

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P1: Takes responsibility within his or her daily work environment towards the actors in his or her charge.

P2: Distributes responsibilities between the actors he is in charge of within his daily work environment.

P3: Takes on certain responsibilities within his/her establishment.

P4: Demonstrates leadership within his/her institution.

P5: Takes responsibilities within a network of external actors.

P6: Demonstrates leadership within a network of external actors.

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P7: Uses his/her leadership to reflect on practices (learning, teaching or steering) and the effects of networks of actors at national, pan-European or international level.

### ORGANISATIONAL POLE

#### CO.3: Using digital resources to develop innovation.

##### *CO.3: Using digital resources to develop innovation.*

P1: Uses digital resources in his/her daily work environment to facilitate or support his/her personal practice (learning, teaching or piloting).

P2: Uses digital resources in his or her daily work environment to strengthen interaction with the actors in his or her care.

P3: Is interested in new resources acquired or likely to be acquired in his/her institution.

P4: Actively engages with players in the institution in experimenting with forms of use of digital resources that enable innovative practices (learning, teaching or management).

P5: Is interested in digital resources and use practices (learning, teaching or piloting) carried out at national, pan-European or international level.

P6: Actively engages with stakeholders in a national, pan-European or international project in the experimentation of forms of use of digital resources enabling innovative practices (learning, teaching or piloting).

P7: Mobilises its acquired expertise to support other innovation projects.

### COMMUNICATION POLE

#### CC 1 : Co-constructing a community of learning and practice.

##### *CC.1: Co-constructing a community of learning and practice.*

P1: Accompanies the actors he is in charge of in his daily work environment.

P2: Makes his daily work environment a learning community.

P3: Takes an interest in the practices (learning, teaching or steering) and innovations of the players in his/her institution.

P4: Shares practices (learning, pedagogical or steering) and innovations between players to make his/her establishment a learning organisation.

P5: Is interested in the practices (learning, teaching or steering) and innovations of players from outside the institution.

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P6: Sharing of practices (learning, teaching or piloting) and innovations with external players in the context of a national, pan-European or international co-learning network.

P7: Puts its acquired expertise at the service of the development of co-learning networks at national, pan-European or international level.

## COMMUNICATION POLE

### CC 2 : Collaborate with internal and external partners.

#### ***CC.2: Collaborate with internal and external partners.***

P1: Responds willingly to requests or solicitations from the actors under his or her responsibility.

P2: Builds partnerships with the actors for whom it is responsible.

P3: Responds willingly to requests or requests from the players in his/her institution.

P4: Establishes partnerships with the players in the institution.

P5: Responds willingly to requests or solicitations from players outside his/her institution.

P6: Establishes partnerships with players outside the school.

P7: Mobilises its expertise to reflect on practices (learning, teaching or steering) and the effects of the partnership at national, pan-European or international level.

## COMMUNICATION POLE

### CC 3 : Use digital resources to communicate with the various stakeholders.

#### ***CC.3: Use digital resources to communicate with the various stakeholders.***

P1: Uses digital resources in his daily work environment to communicate information with the actors he is in charge of.

P2: Uses digital resources in his daily work environment to set up an interactive information processing system between the players he is in charge of.

P3: Uses the institution's digital communication resources in accordance with the prescribed rules.

P4: Uses the institution's digital communication resources for various collaborative projects with internal or external players.

P5 : Is interested in digital communication resources used at national, pan-European or international level.

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P6: Actively engages with national, pan-European or international project stakeholders in the use of common digital communication resources.

P7: Mobilises its acquired expertise to support the implementation of digital communication devices.

#### REFLECTIVE POLE

##### **CR1 : Co-constructing a personal and institutional professional project.**

###### ***CR.1: Co-constructing a personal and institutional professional project.***

P1: Participates willingly in training courses for personal professional development purposes.

P2: Proactively solicits training or coaching opportunities for personal professional development purposes.

P3: Willingly participates in training for the development of a collective or institutional project.

P4: Proactively seeks training or coaching opportunities for the development of a project of a group or institution.

P5: Willingly participates in training to contribute to the co-construction of a national, pan-European or international project.

P6: Proactively solicits training or coaching opportunities to contribute to the co-construction of a national, pan-European or international project.

P7: Mobilises its expertise to support external personal and institutional professional development projects.

#### REFLECTIVE POLE

##### **CR2 : Adopt a critical and metacognitive stance to analyse one's practices (learning, teaching or piloting).**

###### ***CR.2: Adopt a critical and metacognitive stance to analyse one's practices (learning, teaching or piloting).***

P1: Regularly assesses the effects of the practices (learning, teaching or steering) carried out in his daily work environment on the players he is in charge of.

P2: Analyses what in his daily functioning (practices, postures, desired effects) needs to be regulated or questioned.

P3: Co-evaluates with stakeholders the effects of the practices (learning, teaching or steering) carried out with reference to the institution's project.

P4: Co-analyses with stakeholders what needs to be regulated or questioned in the institutional functioning.

P5: Co-evaluates with actors of the national, pan-European or international network the effects of the practices (learning, teaching or steering) carried out in partnership.

P6: Co-analyses with actors of the national, pan-European or international network what needs to be regulated or questioned.

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P7: Mobilises its expertise to support external projects of critical and metacognitive analysis of practices (learning, pedagogical or steering).

## REFLECTIVE POLE

### CR3 : Use digital resources to continue training.

#### ***CR.3: Use digital resources to continue training.***

P1: Regularly consults information sites for professional use.

P2: Engages in distance learning modules with reference to a personal professional development project.

P3: Takes part in training modules offered by his/her institution as part of a digital development project.

P4: Engages in using digital resources in a team or network of co-training and professional co-coaching.

P5: Participates using digital resources in training modules organised as part of a national, pan-European or international project.

P6: Engages using digital resources in a national, pan-European or international network of co-training and professional co-support.

P7: Mobilises its expertise to support external projects of digital co-training and co-coaching networks

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