



Vestegnens Sprog- og Kompetencecenter

European integration modules

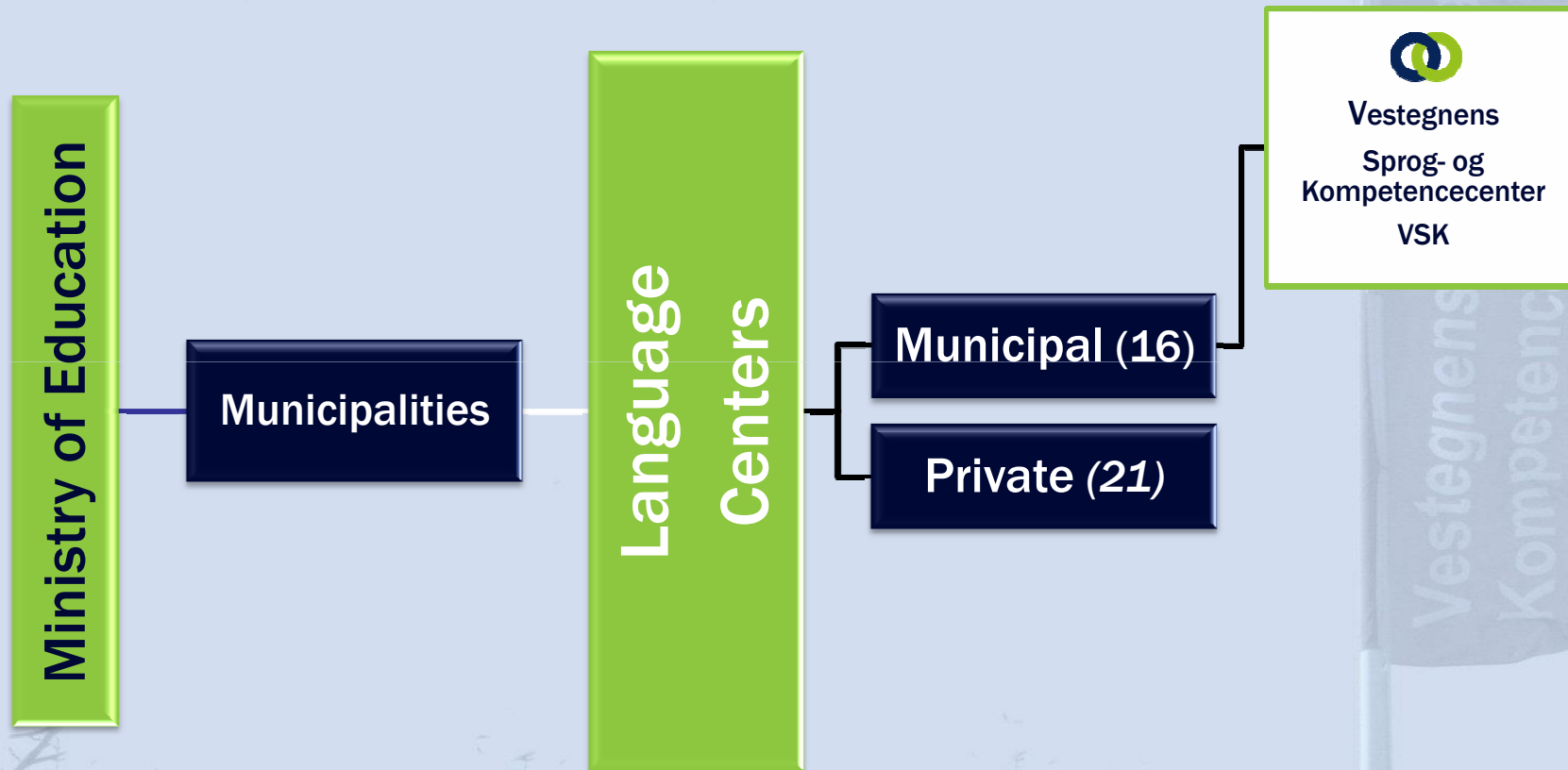
Experience from Denmark

**Budapest The 20th September
2013**



Vestegnens Sprog- og Kompetencecenter

Organization



VSK



Vestegnens Sprog- og Kompetencecenter

2 departments



Glostrup



Kastrup



**1.800 adult students
per day**

3000 per year



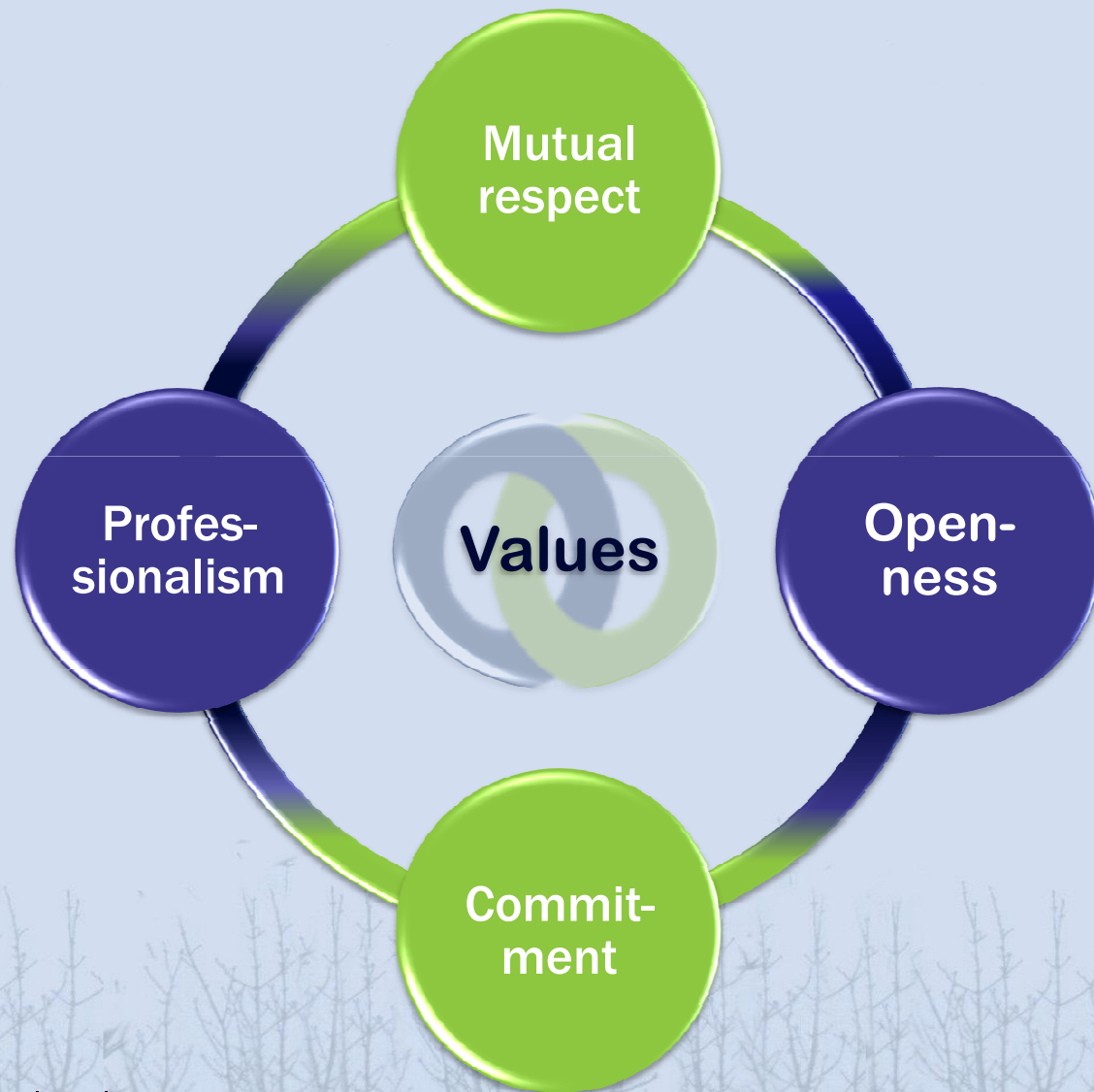
105 employees



8 municipalities

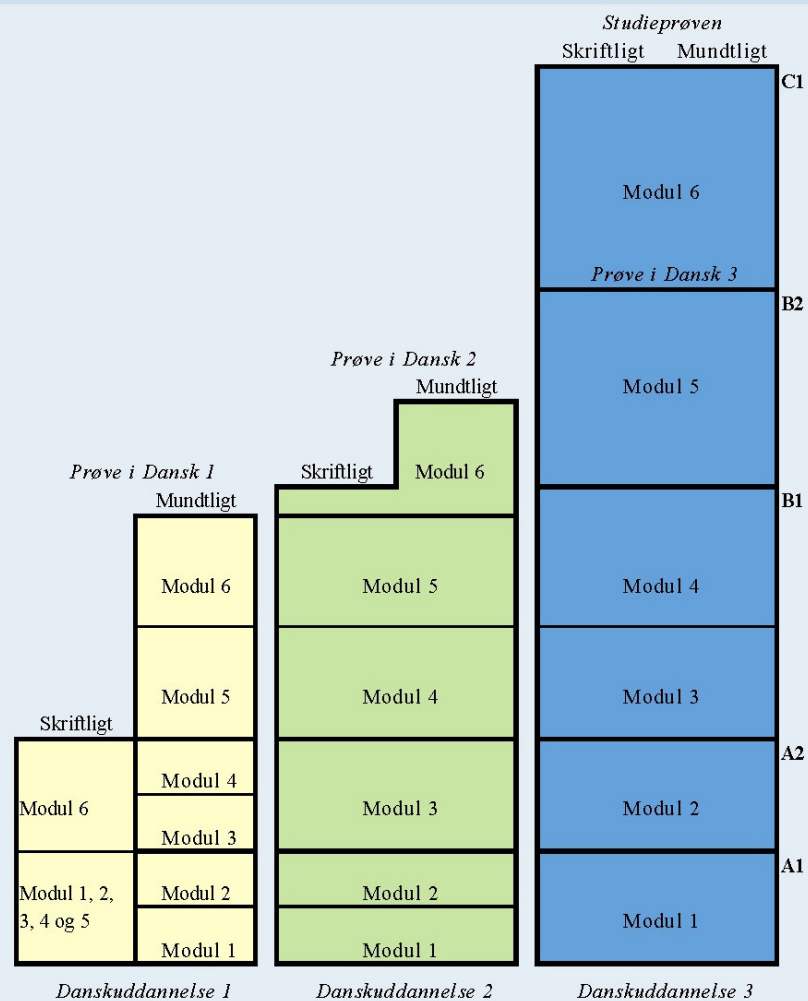


Values



The Danish Education System

Figur A: De tre danskuddannelsers opbygning.



A1, A2, B1, B2 og C1 relaterer til niveauerne i Europarådets beskrivelse af sprog-niveauer

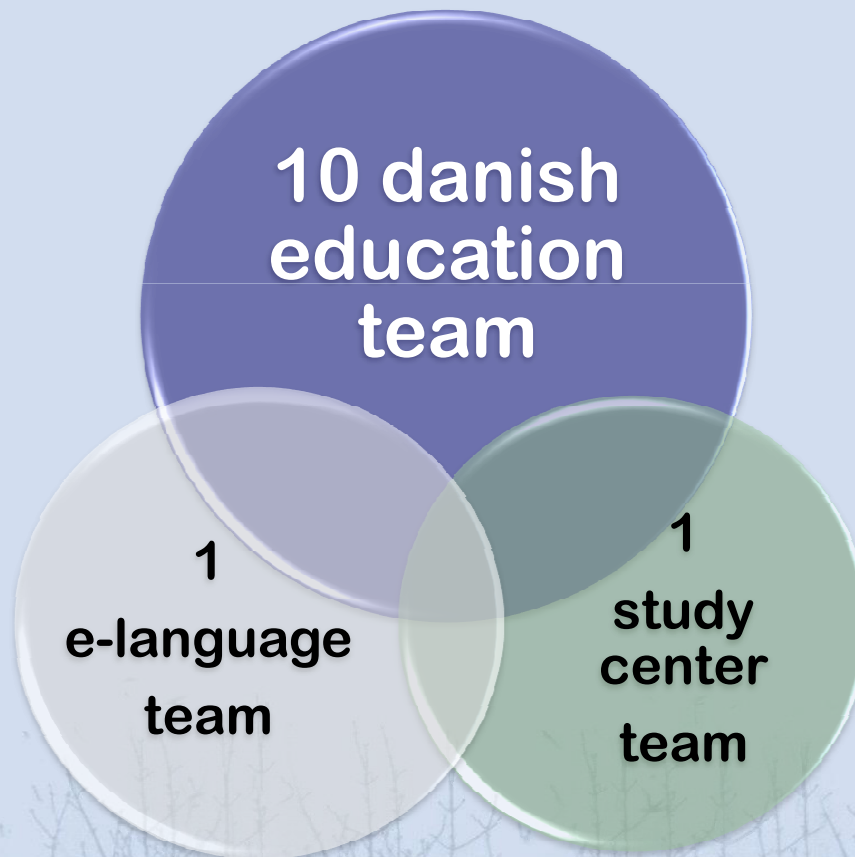
Teachers

in danish as a second language

- About 80 university or college educated teachers who have a degree in languages and training as a teacher in Danish as a second language (*1-year training at the university*)
- JOB:
 - Teaching
 - Visitation
 - Module testing

Team-organized

12 team



When and how:

- We teach morning, afternoon, evening and weekends
- We teach in classes, in study center, through e-learning and language lab
- The teaching is organized individually tailored to each student's needs after a thorough visitation of a supervisor before start of the teaching

Teaching assignments

Danish as a second language

- **Supplementary offerings:**
 - Turbo stages
 - Study centre
 - Pronunciation Courses
 - Module Test Training
 - Language Laboratory
 - FVU - Preparatory Education in Danish and mathematics

Other tasks for teachers

- Preparation of teaching
- Preparation of meeting
- Professional updating
- Student administration:
 - Progression, tests, attendance

Team tasks

- **Planning, organizing and evaluating team meetings**
- **Coordinate team tasks:**
 - ✓ Coordinator
 - ✓ Visitation to classes
 - ✓ Educational development
 - ✓ Team Profile
 - ✓ Schedule
 - ✓ Temporary Coverage
 - ✓ Cooperation with management and other employees

Leadership and management

- How should leadership and management ensure high quality provision that promotes integration and social cohesion?



Quality through the teachers

- In our work with management in institutions that teach in second language is it our job to ensure teachers are the optimal framework for the teaching, clarify the goals of instruction and the institution's values
- With highly trained staff, we have decided that employees must work in self-managing team and that they should be measured on results and client satisfaction

It is
management's
responsibility to ensure:

- **Transparent goals (easy to identify)**
- **Milestones**
- **Ensure the necessary qualifications**
- **Relationship between task and time**
- **Institution's policy**
- **A good environment**
- **Cooperation rules and skills**
- **Relationship between expectations and economy**
- **To have an appreciative approach**

This means in practice:

- Management to deliver some decision-making power to employees
- The development of a manual on cooperation and decision-making
- Clear agreements on working hours and tasks
- Well-trained teachers who are able to make decisions based on values
- Preparedness of first aid, back-up and supervision

This may lead to:

- **Better decisions close to the users (students)**
- **Greater loyalty around decisions because there is participation in the process**
- **Major worklife balance for employees**
- **Increased employee satisfaction resulting in better work environment**
- **Less sickness absence and better resource utilization**