



QUALITY FOR INNOVATION

**Piloting change through Q4I:
The case of The Netherlands**

PILOTING PROCESS

- ❖ Definition phase
- ❖ Achievement phase
- ❖ Evaluation phase



DEFINITION PHASE

Recruitment of the schools

In The Netherlands, all secondary schools are autonomous institutes with professional leadership staff.

On average, a school employs approximately 150 staff.

Therefore, all deans needed to be convinced individually. This took at least two visits. The participating schools are;

Dingstede College	www.dingstede.nl
Veenlanden College	www.hetvlc.nl
Roland Holst College	www.arhc.nl
Hondsrug College	www.hondsrugcollege.nl
Cosmicus College	www.cosmicuscollege.nl



THE VLC COLLEGE



The school:

The VLC college is located in an prosperous area just south of Amsterdam. The attitude is: work hard and have fun. The VLC is a religious school. About 1400 students study at the VLC, the VLC employs about 100 staff members

The progress:

Visited the school three times. The third time included a meeting with all 10 managers. During this meeting, all attendees filled in the questionnaire.

Next steps:

- Analyse the questionnaires
- Present the results
- Pick a challenge



THE COSMICUS COLLEGE



The school:

- Located in the city centre of Rotterdam, in a relatively poor areas
- Founded in 2006, the school's goal is to offer students with a Turkish background a higher education at secondary school level. Today, the school has 500 students, of which 20% do not have Turkish roots. The school employs 50 staff members, most of which are relatively young.

The progress:

- Visited the school two times. Assessed the schools challenges

Next steps:

- Meeting with all managers and some teachers, fill in the questionnaires
- Analyse the questionnaires
- Present the results
- Pick a challenge



THE HONDRUG COLLEGE



The school:

- Located in Emmen, in a rural part of the Netherlands.
- The Hondsrug college offers a wide variety of secondary educations, varying from basic vocational education to pre university and even education for gifted children.
- The Hondsrug college has an experienced staff of 180 teachers and 45 other staff. Over 2000 learners study at The Hondsrug College.

The progress:

- Visited the school three times. The third time included a meeting with 9 managers. During this meeting, all attendees filled in the questionnaire.

Next steps:

- Analyse the questionnaires
- Present the results
- Pick a challenge



THE ROLAND HOLST COLLEGE



roland holst
college

The school:

- The Roland Holst College is located in Hilversum, a prosperous area just east of Amsterdam.
- About 1000 students study at the RHC, the school employs about 90 staff members.
- The school is considered to be an outstanding college. The staff is mature and strive to be the best in their field. Some write books and education materials themselves. The school also offer many facilities, among them a very well equipped library, PC,s and Ipad's for educational purposes.

The progress:

- Visited the school two times. Assessed the schools challenges
- Next meeting planned at May 28th to present to project and fill in the questionnaires

Next steps:

- Analyse the questionnaires
- Present the results
- Pick a challenge



THE DINGSTEDE COLLEGE



The school:

Dingstede is a relatively large and affluent secondary school in Meppel. The school employs about 120 staff members and offers education to approximately 1300 students.

The progress:

- Visited the school three times. The third time included a meeting with 10 managers. During this meeting, all attendees filled in the questionnaire.

Next steps:

- Analyse the questionnaires
- Present the results
- Pick a challenge

