

**5th European CAF user Event “CAF as a driver for innovation”
Oslo, 27-28 September 2012**

Title of the case: Our school’s journey from “must“ to “want“ because we can

1. Identification of the organisation

Name of the organisation: **Bilingual School of Milan Hodža in Sučany, Slovakia**
Name of the person in charge: **Eubica Božanská and Vasil Dorovský**
Email/phone/website: **lbosanska@gbas.sk / +421911348911/www.gbas.sk**
Level: **national**
Sector: **education**
Description of the organisation: **446 students from all over the Slovak Republic
47 employees, 11 members of the CAF team**

2. Short description

Keywords: improvement, people involvement, ownership, school curriculum, CAF

Summary: Founding the English-Slovak Bilingual School in Sučany (Bilingual School of Milan Hodža from year 2003) goes back to 1991 as one of the first projects of the British Government’s newly established Know - How Fund. It was the first and still is the only one fully state-organised bilingual school in Slovakia attended by students at the age of 14 to 19 subjects taught in English). (all

Authors of the good practice will draw on their experience of the educational system and school management that can be characterised by the motto *“Embrace change celebrates difference. If we can’t face up change, we die.”*

The initiative to start a quality approach using the CAF Model was based on a leadership decision after consulting with people at the school.

From **“must”** = autocratic management of the school based on a strict organisation structure given by the government and legislation to managing through processes,

to **“want”** = creating the teachers’ ownership and their involvement in improving the organisation.

because **we can** = We don’t look in, we look out.

= We are always open to outsiders.

= We don’t build barriers, but knock them down.

Speakers will present their approach to motivate people and gaining their involvement, like e.g. creating School’s curriculum, “Free idea project”, experience with self-assessment of the school through the CAF Model, ownership of the key processes and so on. It was the self-assessment based on the CAF Model that provoked new insights and new ideas, new experience with identification of processes, creating the map of processes and starting managing them.

Speakers will introduce a new marketing that attracts learners = bringing the outside – in – through projects “Ambassadors”, “Day at school”; present methods involving stakeholders in a new way – submitting ideas and educational demands for School’s curriculum – project “Pre-testing applicants for study at school and their parents”, “Prefects programme”, new e-tools for students,

Speakers will explain how the progress of the school, which belongs to high-top schools in Slovak Republic, on its journey with the CAF Model as a real driver for innovation, has been evaluated.



Session 2.2b

5th European CAF Users' Event CAF as a Driver for Innovation

Oslo (NO), 27-28 September 2012

Our school's journey from „must“ to „want“ because we can


Bilingual School of Milan Hodža/ Ľubica Bošanská, Vasil Dorovský




Experiences we want to share with


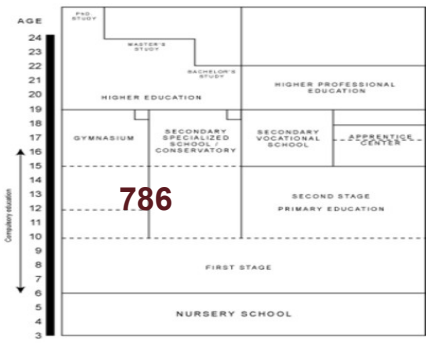
- 1 Structure of the education system in Slovakia
- 2 Bilingual School of Milan Hodža, Slovakia
- 3 Embrace change celebrates difference
- 4 Leadership as the locomotive of continuous improvement
- 5 People are the school
- 6 School responds to the expectations and needs of its customers
- 7 Culture of innovation and improvement
- 8 Ongoing changes and innovations




MINISTRY OF EDUCATION, SCIENCE, RESEARCH AND SPORT OF THE SLOVAK REPUBLIC
 Stromová 1, 813 30 Bratislava, Tel. 02 / 59 374 111





STRUCTURE OF THE EDUCATION SYSTEM SLOVAKIA

AGE	EDUCATION LEVEL
3-6	NURSERY SCHOOL
6-10	FIRST STAGE
10-15	SECOND STAGE PRIMARY EDUCATION
15-17	GYMNASIUM SECONDARY SPECIALIZED SCHOOLS / CONSERVATORY SECONDARY VOCATIONAL SCHOOL APPRENTICE CENTERS
17-19	HIGHER EDUCATION
19-21	HIGHER PROFESSIONAL EDUCATION
21-23	MASTERS STUDY
23-24	PH.D. STUDY

786

3

Bilingual School of Milan Hodža, Slovakia










4

Bilingual School of Milan Hodža, Slovakia

the only one fully organised state secondary school with English as working language



1991

founding of an English – Slovak Section at V.Paulíny-Tóth Grammar School in Martin

1993

establishment an English-Slovak Bilingual Secondary Grammar School in Sučany

Partners:
Czechoslovakia
Czech and Slovak Ministry of education

United Kingdom
The British Council
Know How Fund

„Sučany school is extraordinary in the literal sense of the word. I have been consistently impressed by the quality of the teaching and the calibre of the students. Many of these young people will be future business and political leaders of Slovakia and partners to the international community.“
(Peter Harborne, British Ambassador, April 1998)



5

Bilingual School of Milan Hodža, Slovakia

Made in quality, made for success

1991 - 2012

- **109 Slovak teachers**
- **35 foreign teachers**
- **1 255 graduates**

” You, the stars of today and the schools most recent graduates, have benefited from your first-class education here. Go out, use your talents, your knowledge and your capacity to think in a way that changes the world for the better.“

(Michael Roberts, British Amabassador, May 2009)

2012



452 students at age from 14 to 20 years

44 employees

37 teachers



6

Embrace change celebrates difference. If we can't face up change, the school may miss its reason for existing.

Autocratic management of the school based on a strict organisation structure given by the government and legislation

Self-assessment according to the CAF model provided the school with a great opportunity of getting to know itself better in terms of building up quality management

We don't look in, we look out
We are always open to outsiders.

„must“

Creating the teachers' ownerships

„want“

Involvement teachers in improving the school

we can



The initiative to start a quality approach using the CAF model was based on a leadership decision after consulting with people at school

We don't build barriers, but knock them down.



7

Leadership as the locomotive of continuous improvement



2009

2011

2012

- Headmaster responsible for preparing the future by organising the changes needed for the school came with idea of CAF as an interesting tool for it.

- CAF team (11 people) involving the whole staff conducted self-assessment to get a photograph of the true state of the school and to identify its strengths and weaknesses.

- As CAF users we believe we have done a good job and require CAF External feedback. The school is awarded **EFFECTIVE CAF USER**.



8

People are the school

- TUESDAY's morning briefings for teachers
- Monday's briefings for students
- Assemblies

- Plan of continuous training
- Training in CAF
- INSETTs



in development

- Plans
- Goals
- School curriculum
- School Graduate profile

- FREE IDEAS project
- Foreign teachers – form teachers
- E-tools – responsibility

FREE IDEAS project

Free Ideas Project

*Ideas are free but can bring a lot.
The more ideas the more benefits.*

Involvement of the staff in the development of the school by encourage innovative thinking

What is an idea?

An idea can save time, save money, prevents stress and improve overall satisfaction both customer and employees.

It is not a genius idea that will suddenly make us the best school ever.

But a possible solution for a problem you have / have noticed.

A simple form to submit ideas

Submitter (optional):
Aurelie DJ

Idea: **Install a motion sensor to trigger the light on the 4th floor corridor or use the emergency light permanently**

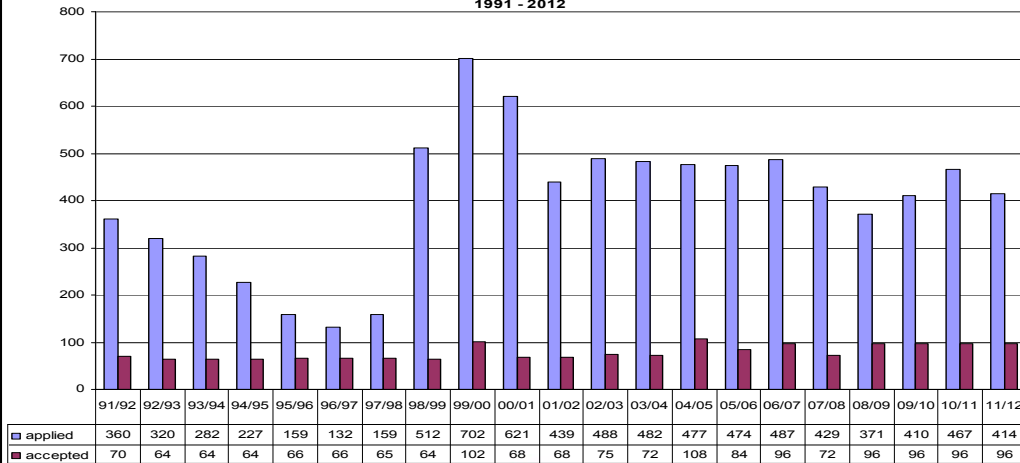
Effect: **Safer corridor at a lower cost**

Applicable Not applicable



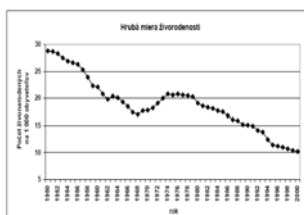
The school responds to expectation of its customers

Customers - new learners - are interested in the study at BGMH
1991 - 2012



11

The school responds to needs of its customers



- Project „AMBASSADORS“
- Project „PRE-TESTING“



- Project „1 DAY at BGMH“



Spoločnosť absolventov gymnázia v Sučanoch



ZRPŠ pri BGMH

The Milan Hodža Scholarship
2010-2012

9 scholarships



12

Process managing the school

Process – oriented way of thinking has been initiated within the BGMH

- The need to generate increasing value for our learners – students at the age from 14 to 20 years and other stakeholders

The key processes have been identified

- The need to identify the processes considering the expectations of learners and other stakeholders, taking learners' personal needs into account

BGMH has completed the identification of all key processes

- The implementation of the strategy and planning of BGMH through processes

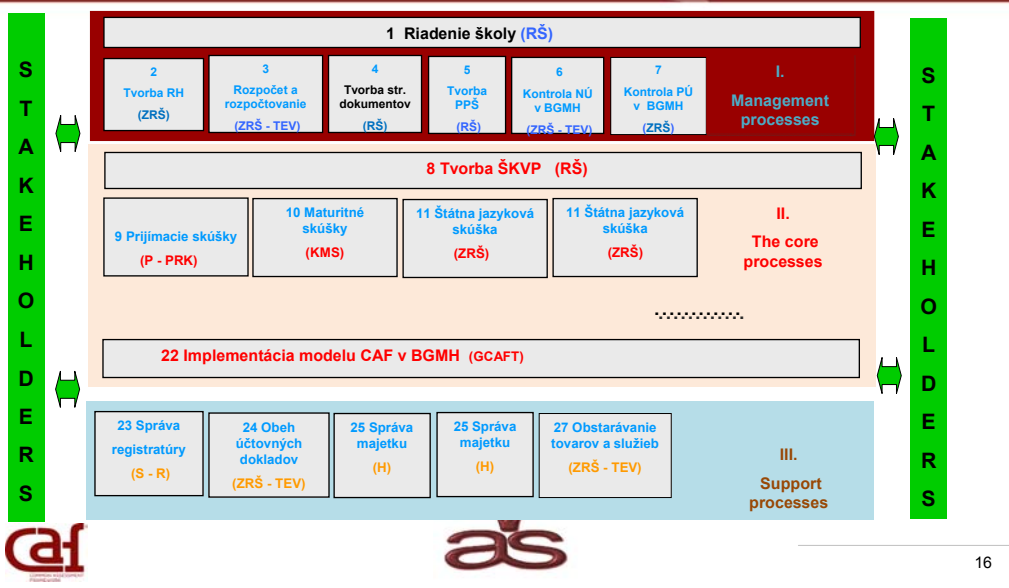
Key processes have a clear ownership

- People responsible for designing and performing processes, their integration inside BGMH



15

Process map - Bilingual School of Milan Hodža



16

Ongoing changes and innovations

school year 2012 / 2013



- 1 Headmaster of BGMH – member of the group preparing The National program of Quality in Slovakia for years 2013 - 2016
- 2 Implementation of CAF model in the whole school
- 3 Involving representative learners - students in CAF team and CAF implementation
- 4 Quality management Club based on CAF for students
- 5 Preparing curriculum and teaching plan for optional subject „Quality management“
- 6 Involving employees and other stakeholders in development of key processes
- 7 Coordinating the interaction of processes



17

Contact us :

Bilingual School of Milan Hodža
Komenského 215
038 52 Sučany
Slovakia

www.gbas.sk
gbas@gbas.sk
++421 43 4293 474



18