



Case Study of using Collaborative Dialogue: Østerbyskolen, Vejen

Short description of the challenge that the tool was used to tackle	In the summer of 2015 the school Østerbyskolen established a new team of teachers responsible for supporting students' entrance into further education. The previous team had been disbanded due to a number of staff changes. This new team included members from the previous team plus some newly employed teachers. School management was aware of the challenges for the new team as it became established.
Contextual information	From the summer of 2014 new legislation named 'The Reform' came into force in Denmark. This new reform meant that teachers had to stay in school for longer working days, teaching more lessons with less time for lesson planning and preparation. Due to this the school management team at Østerbyskolen decided to prioritize the development of team-work management and make weekly meetings mandatory for all teachers in this team. Sometimes meetings were cancelled due to other more urgent tasks.
Title of the tool	Co-construction, Co-design and Collaboration: Collaborative Dialogue
How did the school work with the tool	<p>The school chose to work with the theme 'Co-construction, Co-design and Collaboration' and more specifically with "The Framework for Collaborative Dialogue". At each meeting, teachers presented a case related to what had happened in class during the week. This was done in groups of four: one teacher presented their case and engaged in dialogue with one other teacher; two further teachers observed the process.</p> <ol style="list-style-type: none">1. A newly employed teacher would present their case as 'the experience of the week' and engage in dialogue with a more experienced teacher, who was able to discuss and help to clarify issues raised. Two colleagues would observe this discussion.2. The observing teachers were not allowed to make any comments during the process. After this they had a dialogue about what they had heard. During this process the teacher who had presented their case and the teacher who had discussed this case were not allowed to intervene.3. The last step in this process was for the first two teachers (presenter and listener) to have a dialogue relating to what they have heard the observing team reflect upon.4. Solutions and actions were then discussed in a joint dialogue with everyone participating
Promoting factors	<p>A number of positive effects became apparent during the process of cooperation between the teachers which led to action being taken.</p> <ul style="list-style-type: none">• The teachers became aware of the existence of a number of unwritten 'rules' which were difficult for the newly employed teachers to implement. This led to a more explicit explanation of the expectations and routines at the school carried out in cooperation with the school management.• The team was divided into sub teams each comprised of a newly employed and an experienced teacher working together on plans for





	<p>teaching, how to share challenges in the job of being a teacher and sharing materials and ideas for teaching.</p> <ul style="list-style-type: none">• The newly employed teachers were able to choose a personal mentor for one year ahead in connection with other tasks at school.• One teacher from the team was allocated the task of acting as a supervisor for the whole team for a specific grade.
Barriers	<p>Various kinds of barriers occurred in the process of team cooperation and the discussion between newly employed and experienced teachers. The 'Collaborative Dialogue' project was intended to be able to pre-empt and prevent problems occurring but sometimes more urgent tasks took over and changed the agenda.</p> <p>The challenge was to allocate sufficient time and space for this work since as a team there were other tasks to be carried out in these weekly meetings such as the preparation of plans for teaching and projects and organizing meetings and cooperation with parents.</p>
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In collaboration with....	<p>The name and contact details of the school (if they want to be mentioned) Østerbyskolen, Vejen, Denmark.</p>

