





TRAECE - Training, Networking and Mobility in Early Childhood Education and Care with focus on children between 0 -6

ERASMUS+- Projektnummer: 2018-1-DE02-KA202-005019

Project TRAECE Competence Matrix – Proposal All (EN)

REVISED VERSION date: 6th November 2019

Version: Including Steps of Competence Development and Learning Outcomes

Project Partners:

- VISTA College, Vocational College, Heerlen, The Netherlands
- Berufskolleg Viersen, Vocational College, Germany
- EU-Geschäftsstelle, Cologne Government Regional Office, Germany
- MLA Viimsi Lasteaiad Municipal Kindergartens, Kindergarten, Estonia
- Fondazione Centro Produttività Veneto, Chamber, Italy
- CEIP Rectora Adelaida de la Calle, Kindergarten, Spain

Cooperating Vocational College:

Käthe-Kollwitz-Berufskolleg StädteRegion Aachen, Germany





This work is licensed under a <u>Creative Commons Attribution-ShareAlike 4.0 International License</u>

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



COMPETENCE AREAS	STEPS OF COMPETENCE DEVELOPMENT						
1. Development of a professional attitude	 1.1.1 He/She is able to define and explain what time-, selfmanagement and selfreflection means. 1.1.1.1 He/She is able to classify individual resources and potential stressors that may affect his/her own health and set boundaries according to his/her wellbeing. 1.1.1.2 He/She is able to monitor his/her own physical, intellectual and emotional health and wellbeing, aims to keep them in balance, and therefore optimizing own time and energy consumption. 1.1.1.3 He/She is able to optimize his/her own time management and energy consumption. 1.1.1.4 He/She is able to label his/her strengths and weaknesses and takes them into account in his/her operations. 1.1.1.5 He/She is able to use digital tools and platforms in his/her scope of responsibility. 	 1.1.2 He/She is able to develop an understanding of his/her professional role. 1.1.2.1 He/She is able to explain his/her career choice motivation, also in connection with his/her own development. 1.1.2.2 He/She is able to carry out the necessary change of perspective from learner to professional in socio-educational institutions. 	 1.2.1 He/She is able to orientate his/her time- and self-management with everyday working life and to develop a critical reflective attitude. 1.2.2 He/She is able to analytically develop an understanding for his/her professional role. 1.2.1.1 He/She is able to analyse individual resources and potential stressors that can influence his/her own health and self-management, set boundaries according to his/her wellbeing and draw conclusions for his/her actions. 1.2.1.2 He/She is able to develop a critical and reflective attitude to his/her own actions in his/her daily work and to derive his/her own verifiable development goals with support. 1.2.2.1 He/She is able to analyse his/her professional motivation according to the background of his/her own 	 1.3.1 He/She is able to reflect use and further develop effective strategies for time-and self-management and health prevention (based on holistic approaches to health, e.g. salutogenesis) for training and the profession. 1.3.2 He/She is able to develop a pedagogical ethic and on this basis to develop a balanced professional role identity. 1.3.1.1 He/She is able to set goals, develop his/her own expectations and requirement within the framework of his/he self-management, plan and implement self-management processes on this basis. 1.3.1.2 He/She is able to analyse everyday working life on the basis of holistic health care and draw appropriate conclusions. 1.3.2.1 He/She is able to generalize a critical and reflective attitude towards his/her own actions in his/her everyday work and to derive and implement his/her own 			

biography.	verifiable development goals.
 1.2.2.2 He/She is able to fulfill his/her rights and duties as an employee in socio-educational institutions in a responsible manner and to represent his/her professional interests. 1.2.2.3 He/She is able to analyse work opportunities and manage his/her professional career. 	1.3.2.2 He/She is able to reflect on professional motivation on the basis of his/her own personal development and socialization and draw appropriate conclusions for the development of his/her professional identity.

2. Caring for children in a 2.1. ⁴	EPS OF COMPETENCE D .1 He/She is able to		
care, nutrition, hygiene) nutri basi relat then	panize care and tritional situations as a sis for building ationships and to use em holistically for the velopment of the child.	2.1.2 He/She is able to participate in the selection and provision of food appropriate to the needs, age and child oriented.	
choo infect mea pers profect life. 2.1.1 carry regu mea thes to re if ne 2.1.1 carry regu mea thes to re to re t	.1.1 He/She is able to pose hygiene and ection prevention easures in his/her rsonal and ofessional everyday .1.2 He/She is able to rry out first aid yulations and easures, to document ese and refer the child respective specialists, ecessary .1.3 He/She is able to ercise necessary rsing and caring easures for common ease profiles in Idhood. .1.4 He/She is able to ect and implement	 2.1.2.1 He/She is able to orient his/her food selection and preparation for children towards criteria for a healthy nutrition and to ensure an adequate supply of liquids. 2.1.2.2 He/She is able to carry out simple pedagogical activities to guide children towards an environmentally conscious and resource-saving use of food. 2.1.2.2 He/She is able to recognize and take into account health and disease-related aspects in the care of children. 	

support healthy lifestyles in children (e.g. movement, relaxation, posture, sleep).		
2.1.1.5 He/She is able to use ICT tools to communicate to parents about the nursing needs of their child.		

TRAECE - Early Childhood E	ducation and Care profession	onals with focus on children	between 0 -6			
COMPETENCE AREAS	STEPS OF COMPETENCE DEVELOPMENT					
3. Communicating and interacting with all the people involved in the occupational process	3.1.1 He/She is able to set up contact with children, families and colleagues initiating a pedagogical relationship and shaping it in an appreciative and empathetic way.	3.2.1 He/She is able to initiate and shape a pedagogical relationship that is tailored to needs and professionally sound. 	3.2.2 He/She is able to recognize the individual needs of children, to create conditions that promote learning and development and to exchange on this subject with the team and families.	3.3.1 He/She is able to interact with families in a timely, confidential and professional manner to establish relationships that encourage mutual exchange of information about children.	3.3.2 He/She is able to organize a coordinated communication between educational institutions concerning the development and learning of children.	
	 3.1.2 He/She is able to set up conversations in a targeted, objective and understandable manner and to use gestures, facial expressions and body language in a targeted manner 3.1.1.1 He/She is able to communicate with 	to initiate a pedagogical relationship according to needs and basic pedagogical attitudes (appreciation, empathy and congruence) and to show a high level of involvement. 3.2.1.2 He/She is able to set ground rules to stimulate a positive communication behavior, to endure	 3.2.2.1 He/She is able to enter into cooperation with all actors in defined sub- areas (e.g. conversations in passing with parents) and to adhere to agreements. 3.2.2.2 He/She is able to support the	 3.3.1.1 He/She is able to use a variety of terms to describe children's individual learning experiences by using the professional language. 3.3.1.2 He/She is able to respond appropriately to the children's process of 	 3.3.2.1 He/She is able to involve learners, parents, colleagues, support specialist in feedback and evaluation. 3.3.2.2 He/She is able to collaborate with families to create a program environment that supports the learning experiences of children and adults. 	
	to communicate with children, families and colleagues in a style based on mutual recognition and appreciation. 3.1.1.2 He/She is able to inform the people involved about the child's development and support needs (also by using ICT-Tools).	benavior, to endure conflicts and difficult emotional situations of children and to select appropriate communicative strategies in a manner appropriate to age and development, by using adequate gestures, facial expressions and body language strategies in these	to support the emotional regulation of the child and to exchange information with the child, the parents and the team. 3.2.2.3 He/She is able to explain the meaning of a secure attachment and to respond to the child's attachment needs taking into account the findings of	children's process of learning and facilitates communication about that, in accordance with each child's development and culture. 3.3.1.3 He/She is able to endure conflicts and difficult emotional situations of children, to select appropriate communicative	children and adults. 3.3.2.3 He/She is able to provide resources to colleagues and families about learning development in early childhood, including variability in individual preferences and cultural expectations 3.3.2.4 He/She is able to design cooperation	

to identify cultural and social factors and cultural factors3.2 cultural factorscultural factorsto o influencing children'scoo coo experiences andbehaviour and to take them into account sensitively in their interaction with the child.and sensitively in their per interaction with the child.3.1.1.4 He/She is able to identify different positive communication channels.me sensitively and to o and to respect different positive communication channels.3.1.2.1 He/She is able to support children in difficult social and emotional situations, emphatically and and linguistic support.and pro sha and linguistic support.	the attachment theory. the attachment theory.	strategies in these situations and to apply conflict resolution models in a targeted, autonomy-promoting way.	with all actors on the basis of legal and institutional framework conditions that are tailored to needs, methodologically guided and participatory. 3.3.2.5 He/She is able to provide leadership to a variety of early education settings.
--	--	--	---

TRAECE - Early Childhood Ed	ucation and Care professionals with focus on c	children between 0 -6	
COMPETENCE AREAS	STEPS OF COMPETENCE DEVELOPMENT		
4. Observing and documenting Children and Groups of Children	 4.1.1 He/She is able to observe and document interests and needs of individuals and groups related to education, development and need for assistance. 4.1.2 He/She is able to describe manageable group processes and take them into account in simple pedagogical activities. 	 4.2.1 He/She is able to observe individuals and groups and draw up resource-oriented observation protocols, interpret them and act accordingly. 4.2.2 He/She is able to analyse and conclude pedagogical group processes on the basis of observations and in cooperation with the group. 	 4.3.1 He/She is able to use the educational documentation for the individual child/target group on the basis of the national educational plan and to use it for the planning and implementation of further educational processes. 4.3.2 He/She is able to evaluate pedagogical group processes in cooperation with the group and then to develop a pedagogical group concept.
	 4.1.1.1 He/She is able to gather information concerning the learning process of children. 4.1.1.2 He/She is able to use suitable and resource-oriented observation procedures and instruments. 4.1.1.3 He/She is able to use digital platforms or instruments to observe and afterwards exchange information in the team. 4.1.2.1 He/She is able to notice development phases of groups and relationships between children and integrate it in the planning of simple, manageable group processes. 	 4.2.1.1 He/She is able to plan, apply and evaluate selected resource-oriented observation procedures to document the child's educational process/stage of development or learning conditions. 4.2.1.2 He/She is able to exchange observation results and documents within the team and with parents and to consider the sensitive handling of personal data. 4.2.1.3 He/She is able to assess the technically well-founded selected observation procedures and instruments for their effectiveness in the specific situation on the basis of criteria. 4.2.2.1 He/She is able to systematically observe, analyse and document group behavior, group processes, group relationships, needs and interests of the group and his/her own professional actions (e.g. with the methods of sociometry, ICT) and to draw conclusions from them on the basis of professional 	 4.3.1.1 He/She is able to collect data about development and motivation of children and groups with qualitative and quantitative methods and is able to analyse development of the children and groups. 4.3.1.2 He/She is able to select suitable, resource-oriented observation and documentation procedures for the individual child and group, to observe, document and apply them (educational documentation), to evaluate the documentation results professionally according the national education plan and legal framework conditions and to use them for the planning of further educational processes. 4.3.1.3 He/She is able to assess the effectiveness of the selected observation procedures and instruments in pedagogical processes on the basis of

reasoning.	criteria and, if necessary, to change them.
4.2.2.2 He/She is able to support a conducive framework for carrying out observations (e.g. small groups, low staff-to-children ratios, time for the documentation and analysis of observations etc.)	4.3.1.4 He/She is able to systematically observe, analyse and reflect group behavior, group processes, group relationships, needs and interests of the group and his/her own professional actions in groups, to exchange technical information within the team and to develop a pedagogical group concept.

TRAECE - Early Childhood Ed	ucation and Care professionals with focus on c	hildren between 0 -6	
COMPETENCE AREAS	STEPS OF COMPETENCE DEVELOPMENT		
5. Supporting Developmental and Educational Activities of Children in ECEC Institutions	 5.1.1 He/She is able to identify a developmentally supportive environment for children (and groups of children) to support self-educational processes. 5.1.2 He/She is able to initiate and organize educational activities and take 	 5.2.1 She/ he is able to analyse the learning environments of the learners, identify differences, recognize the need for individual support and design the learning environment to suit the target group. 5.2.2. He/She is able to plan, implement 	 5.3.1 He/She is able to modify didactic- methodical and pedagogical concepts in the planning of learning environments in the various educational areas for children in a technically well-founded manner. 5.3.2 He/She is able to cooperate on an institution are side a dusctional areas for children
	into account participation and resource- orientation.	and reflect on targeted individual and group-related impulses/activities for education and development processes on	institution-specific educational concept in a well-founded technical manner.
	5.1.1.1 He/She is able to define a mentally and emotionally safe, cooperative and mutually understanding learning environment.	the basis of participation and resource orientation.	5.3.1.1 He/She is able to plan pedagogical actions to shape the learning environment on the basis of learners' needs and skills and learning objectives and to select
	5.1.1.2 He/She is able to define an environment, supporting welfare, development, creativity and child's curiosity, on the basis of the child's	5.2.1.1 He/She is able to design learning environments independently and with the participation of the child/group by taking into account the individual developmental	appropriate learning materials and ICT tools in accordance based on national curricula and the mission statement of the institution.
	competences, interests and resources in the self-education process. 5.1.2.1 He/She is able to recognize	needs of each child. 5.2.2.1 He/She is able to lead a group of children on his/her own responsibility by promoting interaction between the	5.3.2.1 He/She is able to combine goals, curricular contents and evaluation criteria of Early Childhood/ Pre-Primary Education.
	learning and social skills of the learners and to support it, while taking participation into account.	children and using different group arrangement in a targeted way for educational, upbringing and learning processes.	5.3.2.2 He/She is able to reflect on planned and implemented educational activities and their impact on the children
	5.1.2.2 He/She is able to choose the programmed activities and the appropriate resources and methodological strategies using group-based and individual forms of study in various educational areas (e.g. in	5.2.2.2 He/She is able to perceive the child's competences, interests and resources, to draw conclusions based on	and the group in a resource-oriented and methodologically guided manner and to draw conclusions independently for his/her own professional development.
	language action, movement and play situations, nutrition situations, use of media (also ICT), in the artistic-musical	the child's expertise and to support the child's self-development processes on his/her own responsibility.	5.3.2.3 He/She is able, in the framework of his/her resource- and resiliency- oriented educational work, to perceive the

field as well as for cultural events and encounters, nature and environmental experiences and experimental action). 5.1.2.3 He/She is able to recognize and name the competences and interests in order to create an experience of success for every learner. 5.1.2.4 He/She is able to encourage a child (or a group of children) to take part in activities in different educational sectors.	 5.2.2.3 He/She is able to signal problems in the interaction between children, provide emotional support and guides the children to find solutions concerning their development. 5.2.2.4 He/She is able to implement rules with the participation of all parties, to design negotiation processes and promote democratic group processes in case of unacceptable behavior. 5.2.2.5 He/She is able to reflect planned and implemented educational activities in various educational areas in a resource-oriented way, using appropriate reflection methods. 	 interests and inclinations of his/her target group, to draw conclusions from these and to promote educational processes and the acquisition of competences in a conceptually guided manner. 5.3.2.4 He/She is able to implement the democratic participation rights of children on the relationship level, the structural and political-administrative level. 5.3.2.5 He/She is able to take into account cooperation with various educational partners in the social environment of the institution when participating in an educational concept of the institution.
--	--	---

TRAECE - Early Childhood Education and Care professionals with focus on children between 0 -6						
COMPETENCE AREAS	STEPS OF COMPETE	NCE DEVELOPMENT				
6. Cooperating, Consulting and Agreeing with Parents in Educational partnership and Facilitating the Process of Transition	 6.1.1 He/She is able to form educational partnerships with parents and other caregivers of the child in defined areas. 6.1.1.1 He/She is able to understand the need of educational partnerships with parents in defined areas with the support of the educational team. 6.1.1.2 He/She is able to use appropriate action strategies while communicating with families to design educational partnerships with parents related to the goals and procedures of the institutions. 6.1.1.3 He/She is able to design the acclimatisation 	 6.1.2 He/She is in a position to know the significance of transition situations for the child and, with the support of the team, to shape transition processes in subareas. 6.1.2.1 He/She is able to implement complementary strategies for parts of the education afterwards consulting the team and in cooperation with the parents or educational partners. 6.1.2.2 He/She is able to use a childfollow-up-system according to national regulations. 	 6.2.1 He/She is able to shape educational partnerships with parents and other reference persons in a participatory manner on the basis of national and institutional framework conditions. 6.2.1.1 He/She is able to understand family education methods, taking the social environment of a child into account and take them into account when working with families. 6.2.1.2 He/She is able to conduct manageable conversational situations with parents and other related persons (e.g. small talk and casual conversations) methodically and 	6.2.2 He/She is able to design transitions on the basis of transition concepts. 6.2.2.1 He/She is able to design transitions on the basis of conceptual considerations for all those involved (child, parents, specialist).	 6.3.1 He/She is able to implement a participatory concept for educational partnership, to evaluate it in a team and, if necessary, to further develop it. 6.3.1.1 He/She is able to counsel parents in development- related issues and creation of an environment supporting development combining different principles and methods of counselling. 6.3.1.2 He/She is able to record the special life situations of families, to take them into account when working with families in order to support them in carrying out their 	 6.3.2 He/She is able to systematically design, evaluate and. if necessary, further develop transition processes on the basis of scientific findings and conceptual ideas. 6.3.2.1 He/She is able to reflect on the transition process of all those involved (child and parents) and to adapt and further develop strategies if necessary.

period for small	participatively.	educational tasks.
children in	ραιισμαινοιγ.	
cooperation with	6.2.1.3 He/She is	6.3.1.3 He/She is
the ECEC	able to provide	able to plan,
professionals and	recommendations	propose and
	to the parents for	organize need-
the parents or	supporting learning	based
educational	activities of the	recommendations
partners on the	child at home.	of parent education
basis of concepts	child at home.	and counselling
or models (e.g. the	6.2.1.4 He/She is	together with other
Berlin Model).	able to inform	
	parents about the	specialists, in order
6.1.1.4 He/She is		to support parents
able to recognize	objectives, content and organization of	in carrying out their
warning signals for		educational duties.
a possible risk to	learning activities,	6 2 1 4 Ho/Sha ia
the welfare of the	obtain feedback	6.3.1.4 He/She is
child and to act	from parents and	able to recognize
appropriately	value parents as	his/her own
(according to	experts for their	professional
national	child.	limitations in
regulations) with	6.2.1.5 He/She is	supporting and
the support of the		advising parents
educational team.	able to act in	and families and to
	accordance with	refer to competent
6.1.1.5 He/She is	national legislation	support.
able to	in the event of	
communicate in a	suspicion of harm	6.3.1.5 He/She is
respectful manner	to the welfare of the	able to act in
despite the	child.	accordance with
challenging and		national legal
unacceptable	6.2.1.6 He/She is	provisions in the
behavior of the	able to cooperate in	event of suspicion
parents.	a respectful manner	of a risk to the
	using appropriate	welfare of the child
	communication	and to plan,
	strategies despite	implement and
	the challenging and	evaluate a
	unacceptable	preventive

behavior of the parents.	protection concept for the institution.
	6.3.1.6 He/She is able to advice in a respectful manner using appropriate communication strategies despite the challenging and unacceptable behavior of the parents.

COMPETENCE AREAS	STEPS OF COMPETENCE DEVEL	OPMENT		
7. Understanding, assisting and performing with diversity	 7.1.1 He/She is able to realize, define and respect cultural setting, values, differences and religious beliefs. 7.1.2 He/She is able to recognize, name and accept special educational needs of children. 7.1.1.1 He/She is able to recognize and name cultural settings and religious beliefs. 	 7.2.1 He/She is able to exchange concepts on diversity with experts and thus promote his/her own awareness of diversity (also in religious beliefs). 7.2.2 He/She is able to recognize and identify the individual developmental needs of a child and to carry out targeted support activities that challenge the child's developmental potential. 	 7.3.1 He/She is able to value cultural, religious, social and gender diversity and to implement diversity policies. 7.3.2 He/She is able to identify the individual developmental needs of each child and on this basis, with the support of the team, remove the barriers in the institution that may limit the development of each child. 	 7.4.1 He/She is able, to design, implement and evaluate a diversity concept for the institution (also in religious beliefs). 7.4.2 He/She is able to recognize and name special educational needs of children and cooperates with a support specialist for changing the conditions of learning environment, if necessary.
	 7.1.1.2 He/She is able to see and accept the diversity, individuality and difference of all people as enrichment. 7.1.2.1 He/She is able to identify the special developmental needs of a child 	7.2.1.1 He/She is able to exchange scientific concepts and populist ideas on diversity with experts and to reflect critically on them herself/himself and thus promote his/her own	7.3.1.1 He/She is able to recognize and inference cultural, religious, social and institutional norms and rules as influencing factors on the experience and behavior of children.	7.4.1.1 He/She is able to systematically observe joint learning of children in a heterogeneous group and to reflect with a critical and responsible attitude.
	on the basis of observations. 7.1.2.2 He/She is able to respect individual educational needs on the basis of relevant legal regulations and recommendations relating to equality and diversity.	awareness of diversity. 7.2.2.1 He/She is able to explain learning environments in diversity contexts according to the singular educational needs of children, gender equality, equity and respect to	7.3.1.2 He/She is able to manage cultural diversity to reduce the unequal conditions and to develop solution strategies for diversity-related conflicts in a participatory manner with all parties involved.	7.4.1.2 He/She is able to perceive children in their individuality and personality as subjects in the educational work and to support them in their expansion of competence.
		human rights to develop his/her own cultural understanding. 7.2.2.2 He/She is able to	7.3.1.3 He/She is able to assess diversity-related behavior and values in groups and to draw pedagogical	7.4.1.3 He/She is able to assess diversity-related behavior patterns and values in groups, to draw pedagogical conclusions from them, to

	classify and support language evolution during early childhood by following general theories.	conclusions from them (e.g. counteract exclusion processes). 7.3.2.1 He/She is able to distinguish possible dysfunction and ensure the right intervention (e.g. dealing with situations for learning languages in multicultural and multilingual contexts). 7.3.2.2 He/She is able to analyse individual behavior patterns of children on the basis of relevant reference sciences and draw conclusions for pedagogical work.	 develop goals and to translate them into action. 7.4.2.1 He/She is able to design and regulate learning environments in diversity contexts attending to the singular educational needs of children, gender equality, equity and respect to human rights. 7.4.2.2 He/She is able to elaborate an individual development plan for children in consideration with their individuality and personality to promote inclusion in cooperation with other specialists if necessary. 7.4.2.3 He/She is able to develop concepts for the promotion of equal opportunities and inclusion, taking into account the different preconditions, to critically examine their applicability and to further develop them in the dialogue
--	--	--	--

TRAECE - Early Childhood Edu	ucation and Care professionals with focus on c	hildren between 0 -6	
COMPETENCE AREAS	STEPS OF COMPETENCE DEVELOPMENT		
8. Developing Institutional, Team related and Networking Processes	 8.1.1 He/She is able to maintain relationships with potential network partners on defined sub-areas of his/her work. 8.1.2 He/She is be able to cooperate with the team to perform tasks related to his/her area of work. 8.1.1.1 He/She is able to cultivate relationships with potential network partners in a defined, manageable area. 	 8.2.1 He/She is able to design network activities taking into account network processes. 8.2.2 He/She is able to actively and participatively shape team processes and develop his/her own role in the team. 8.2.1.1 He/She is able to identify the existing networking in the social environment and compare it with the needs of families. 8.2.1.2 He/She is able to participate in the 	 8.3.1 He/She is able to plan and implement concepts for networking and to assess the opportunities and limits of multi-professional and interinstitutional cooperation. 8.3.2 He/She is able to use strategies for designing teamwork processes in the institution and to promote criteria-driven team development. 8.3.1.1 He/She is able to coordinate cooperation goals with the network
	 8.1.2.1 He/She is able to clarify his/her area of work in the team, to develop ideas for further pedagogical work in this regard, to make appropriate arrangements in the team and to observe these. 8.1.2.2 He/She is able to identify and name goals, dialogue partners and multipliers as well as possible public relations instruments for child day care facilities included ICT. 	 8.2.1.2 He/She is able to participate in the implementation of networking activities on the basis of a needs analysis. 8.2.2.1 He/She is able to develop willingness for open learning processes and for learning from each other within the team and to assume co-responsibility for successful team processes. 8.2.2.2 He/She is able to analyse, evaluate and draw conclusions for her/himself the team processes, his/her own professional role and exchange information with other team members (e.g. by using ICT). 8.2.2.3 He/She is able to implement public relations measures within the team according to criteria (e.g. target-group-specific approach, logo with recognition effect - also through the use of ICT). 	 cooperation goals with the network partners and integrate them into their own facilities. 8.3.1.2 He/She is able to assess and evaluate the effectiveness of socio-spatial cooperation and to further develop networking. 8.3.2.1 He/She is able to design, implement and reflect on different strategies for creating relationships in working groups. 8.3.2.2 He/She is able to analyse and evaluate team development processes, the roles in the team and the exchange of information between team members (e.g. through the use of ICT) and, if necessary, to organize support for the team. 8.3.2.3 He/She is able to develop,

	implement and evaluate concepts for public relations in social institutions.

TRAECE - Early Childhood Ed COMPETENCE AREAS	STEPS OF COMPETENCE				
9 Administrative Tasks and	9.1.1 He/She is able,	9.2.1 He/She is able to	9.2.5 He/She is able to	9.3.1 He/She is able to	9.3.5 He/She is able to
Management	concerning the national	carry out and follow	name the mission	instruct and review	justify and implement
	regulations in his/her	health and safety	statement of the	colleagues on health	personal data of
	area of responsibility, to	measures, concerning	institution and to	and safety measures to	relevant new
	name and carry out and	the national regulations	establish links between	ensure compliance with	developments and
	follow health and safety	in his/her area of	socio-educational action	the regulations.	compliance with the
	measures with a	responsibility.	measures and the		regulations in the
	mentor.		mission statement.	9.3.2 He/She is able to	institution.
		9.2.2 He/She is able to		exercise, implement and	
	9.1.2 He/She is able to	exercise and implement	9.2.6 He/She is able to	evaluate his/her rights	9.3.6 He/She is able to
	exercise and follow	his/her rights and duties	cooperate in the quality	and duties as an	evaluate and further
	rights and duties in	as an employee in	development of	employee in socio-	develop the
	his/her field of	socio-educational	educational and care	educational institutions	implementation of the
	responsibility.	institutions on his/her	concepts within the	on his/her own	institution's mission
	, ,	own responsibility.	team.	responsibility and to	statement in
	9.1.3 He/She is able to	, ,		work for the interests of	cooperation with the
	carry out administrative	9.2.3 He/She is able to	9.2.7 He/She is able to	his/her professional	team.
	tasks within a	construct complex	participate and organize	group.	
	manageable framework.	administrative work (e.g.	the planning of basic	C .	9.3.7 He/She is able to
		by using digital media).	organizational	9.3.3 He/She is able to	participate in the
	9.1.4 He/She is able to	, , ,	processes, (e.g. by	implement complex	development of
	follow national	9.2.4 He/She is able to	using ICT-tools)	administrative tasks	educational training and
	regulations of personal	utilize personal data and		using digital media and	care concepts in the
	data.	to inform her/himself		evaluate their	team and in the
		about new		effectiveness.	institution and to apply
	9.1.5 He/She is able to	developments in this	9.2.5.1 He/She is able		quality development
	name and explain the	regard.	to recognize his/her own		concepts (e.g.
	mission statement of the	_	pedagogical attitude	9.3.4 He/She is able to	consideration of needs
	institution.		and to reflect on it on	exchange ideas about	and status analysis).
			the basis of the	different educational	. ,
	9.1.6 He/She is able to	9.2.1.1 He/She is able	institution's mission	and care concepts	9.3.8 He/She is able to
	name basic target areas	to follow health and	statement.	within the team and to	cooperate, discuss and
	and work steps of	occupational safety		participate actively and	develop essential
	quality development.	measures and accident	9.2.6.1 He/She is able	purposefully in the	criteria for the planning
		prevention measures,	to analyse and evaluate	further development of	of processes and
		concerning the national	early childhood	the pedagogical concept	organizational

9.1.1.1 He/She is able concerning the national regulations in his/her area of responsibility to follow health and follow health and to caupational safety measures and accident prevention measures upon instruction.area of responsibility. 9.2.2.1 He/She is able to exercise and employee in socio- educational institutions on his/her own responsibility in a framework conditions which promote or inhibit the exercise of rights and duties.area of responsibility. exercise and follow responsibility in a set on the same of the legal, his/her field of framework conditions educational activities.concepts on the basis of quality criteria.criteria.9.3.9 He/She is able to instruct and review colleagues on health and occupational safety measures and accident prevention to ensure compliance with the responsibility in a responsibility in a framework conditions which promote or inhibit the exercise of rights and duties.area of responsibility. the sable to construct complex educational documentation, development reports).concepts on the basis of quality criteria.criteria. 9.3.1.1 He/She is able to instruct and review colleagues on health and occupational safety measures and accident provention to ensure compliance with the regulations of data protection law and to inform her/himselfconcepts on the basis of quality criteria.criteria. sale p.3.1.1 He/She is able to instruct and review colleagues on health and occupational activities.9.3.1.1 He/She is able to instruct and review colleagues on health and occupational activities.9.1.3.1 He/She is able to carry out administrative tasks independently within aprotection law and to infore			regulations in his/her	education and care	on the basis of quality	procedures.
concerning the national regulations in his/her area of responsibility to follow health and occupational safety measures and accident prevention measures upon instruction.9.2.2.1 He/She is able to exercise and implement his/her rights and duties as an educational institutions on his/her own responsibility in a responsibility in a responsibility in a responsibility in a framework conditions, which promote or inhibit the exercise of rights and duties.9.2.2.1 He/She is able to participate and oganize the planning of basic organizational processes (by using ICT-tools).9.3.1.1 He/She is able to instruct and review (colleagues on health and occupational safety measures and follow to ins/her own responsibility in a responsibility in a responsibility in a responsibility in a responsibility in a develop the promote or inhibit the exercise of rights and duties.9.2.2.1 He/She is able to construct complex administrative work using digital media (e.g. educational documentation, development reports).9.2.3.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to inform her/himself independently within a9.2.2.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to inform her/himself independently within a9.3.1 He/She is able to exercise and provention to ensure evaluate his/her professional interests.9.3.6.1 He/She is able to evaluate his/her professional interests.9.3.1 He/She is able to carry out administrative tasks independently within a9.3.1 He/She is able to utilize personal data in accordance with the regulations of data protection la		9.1.1.1 He/She is able,				
regulations in his/her area of responsibility to follow health and occupational safety measures and acident prevention measures upon instruction.9.2.2.1 He/She is able to exercise and employee in socio- employee in socio- employee in socio- on his/her own responsibility and develop targeted educational activities.9.2.7.1 He/She is able to participate and organize the planning of basic organizational processes (by using ICT-tools).9.3.1.1 He/She is able to participate and organize the planning of basic organizational and occupational safety measures and aclivities.analyse and assess changes in the legal, financial and social framework conditions.9.1.2.2 He/She is able to exercise and follow rights and duties in his/her field of responsibility in a responsibility in a reagend, and to name framework conditions, which promote or inhibit the exercise of rights and duties.9.2.3.1 He/She is able to construct complex administrative vark using digital media (e.g. educational documentation, development reports).9.2.3.1 He/She is able to construct complex appropriately.9.2.3.1 He/She is able to exercise, implement and evaluate his/her rights and duties as an employee in socio- educational in accordance with the responsibility to implement them in targeted pedagogical activities and to inform her/himself independently within a9.2.2.1 He/She is able to carry out administrative tasks independently within a9.2.2.1 He/She is able to carry out administrative tasks independently within a9.2.2.1 He/She is able to carry out administrative tasks independently within a9.2.2.1 He/She is able to carry out administrative tasks indepen		concerning the national				9.3.9 He/She is able to
area of responsibility to follow health and occupational safety measures and accident prevention measures upon instruction.to exercise and implement his/her rights and duties as an employee in socio- educational institutions on his/her rown rights and duties in his/her field of responsibility in a regard, and to name framework conditions.9.2.7.1 He/She is able to exercise and follow rights and duties in his/her field of responsibility in a regard, and to name framework conditions.9.2.7.1 He/She is able to construct complex administrative work using digital media (e.g. educational documentation, development reports).9.2.7.1 He/She is able to participate and organize the planning of basic organizational processes (by using ICT-tools).9.3.1.1 He/She is able to instruct and review colleagues on health and occupational safety measures and accident prevention to ensure compliance with the regulations.9.3.2.1 He/She is able to ocnstruct complex administrative work using digital media (e.g. educational documentation, development reports).9.2.3.1 He/She is able to construct complex administrative work using digital media (e.g. educational documentation, development reports).9.3.2.1 He/She is able to construct complex administrative tasks in accordance with the regulations of data protection law and to inform her/himself independently within a9.3.1.1 He/She is able to instruct and review compliance with the responsibility to administrative tasks independently within a9.3.2.1 He/She is able to construct complex administrative tasks independently within a9.3.2.1 He/She is able to instruct and review to instruct and to instruct and to i			9.2.2.1 He/She is able			analyse and assess
follow health and occupational safety measures and accident prevention measures upon instruction.implement his/her rights and duties as an duties as an duties and accident prevention measures upon instruction.implement his/her rights and duties as an duties and accident presonsibility and develop targeted educational activities.to participate and organize the planning of basic organizational processes (by using ICT-tools).9.3.1.1 He/She is able to instruct and review colleagues on health and occupational safety measures and accident prevention to ensure egulations.financial and social framework conditions.9.1.2.2 He/She is able to exercise and follow rights and duties in his/her field of responsibility in a responsibility in a framework conditions which promote or inhibit the exercise of rights and duties.9.2.3.1 He/She is able to construct complex administrative work using digital media (e.g. educational development reports).9.2.3.1 He/She is able to construct complex administrative work using digital media (e.g. educational development reports).10 protection law and to inform her/himself independently within a independently within a10 protection law and to independently about9.3.6.1 He/She is able to instruct and review colleagues on health and cocupational asfety provention to ensure 9.3.2.1 He/She is able to construct complex administrative tasks independently within a10 protection law and to independently about9.3.6.1 He/She is able to instruct and to implement them in targeted pedagogical independently about9.3.6.1 He/She is able to instruct and to implementation of the instruction in the result and ac		area of responsibility to	to exercise and	9.2.7.1 He/She is able		changes in the legal,
measures and accident prevention measures upon instruction.employee in socio- educational institutions on his/her own responsibility in a responsibility in a regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.employee in socio- educational activities.basic organizational processes (by using ICT-tools).colleagues on health and occupational safety measures and accident prevention to ensure to select procedures of educational administrative work using digital media (e.g. educational documentation, development reports).basic organizational processes (by using ICT-tools).colleagues on health and occupational safety measures and accident prevention to ensure to select procedures of educational administrative work using digital media (e.g. educational documentation, development reports).basic organizational processes (by using ICT-tools).colleagues on health and occupational safety measures and accident prevention to ensure on atrageted educational institutions on his/her own responsibility to implement them in targeted pedagogical activities and to promote his/her professional interests.colleagues on health and cocupation a safety measures and accident provisions and to ensure the institution.9.1.3.1 He/She is able to carry out administrative tasks independently within aencleagues on health		follow health and	implement his/her rights	to participate and	9.3.1.1 He/She is able	financial and social
prevention measures upon instruction.educational institutions on his/her own responsibility in at develop targeted to exercise and follow rights and duties in his/her field of responsibility in aeducational institutions on his/her own responsibility in at 9.2.3.1 He/She is able to construct complex administrative work using digital media (e.g. educational development reports).processes (by using ICT-tools).and occupational safety measures and accident prevention to ensure compliance with the regulations			and duties as an	organize the planning of	to instruct and review	framework conditions.
upon instruction.on his/her own responsibility and develop targeted to exercise and follow rights and duties in his/her field of responsibiler manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibiton his/her own responsibile manner or, administrative work using digital media (e.g. educational actional development reports).ICT-tools).measures and accident prevention to ensure compliance with the regulations.9.3.5.1 He/She is able to justify personal data responsibilement and cordance with the arcordance with the self-external evaluation (including peer educational activities.measures and accident prevention to ensure compliance with the regulations.9.3.5.1 He/She is able to justify personal data regulations.9.1.3.1 He/She is able to carry out administrative tasks independently within a0.2.4.1 He/She is able to carry out administrative tasks independently within a0.2.4.1 He/She is able to carry out0.2.4.1 He/She is able to carry out administrative tasks independently about0.2.4.1 He/She is able to carry out0.3.5.1 He/She is able to select procedures of to select procedures of to select procedures of using digital media (e.g. educational documentation, 	, i i i i i i i i i i i i i i i i i i i	measures and accident	employee in socio-	basic organizational	colleagues on health	
9.1.2.2 He/She is able to exercise and follow rights and duties in his/her field of responsibility in a responsibile manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.responsibility and develop targeted educational activities.9.2.8.1 He/She is able to select procedures of self-external evaluation) in a targeted manner and apply them appropriately.prevention to ensure compliance with the regulations.9.3.5.1 He/She is able to justify personal data in accordance with the regulations in a targeted manner and apply them and duties.9.2.8.1 He/She is able to construct complex administrative work using digital media (e.g. educational documentation, development reports).9.2.8.1 He/She is able to construct complex administrative work using digital media (e.g. educational documentation, development reports).9.2.8.1 He/She is able to construct complex administrative work using digital media (e.g. educational document reports).9.2.8.1 He/She is able to construct complex administrative work using digital media (e.g. educational document reports).9.2.8.1 He/She is able to construct complex administrative tasks independently within a9.2.4.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to independently about9.3.6.1 He/She is able to attament and, if9.1.3.1 He/She is able to carry out administrative tasks independently within a9.2.4.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to independently about9.3.3.1 He/She			educational institutions	processes (by using	and occupational safety	
9.1.2.2 He/She is able to exercise and follow rights and duties in his/her field of responsibility in a responsibile manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.develop targeted educational activities.9.2.8.1 He/She is able to self-external evaluation (including peer evaluation) in a targeted manner and apply them appropriately.compliance with the regulations.to justify personal data in accordance with the regulations of data protection law and to in accordance with the regulations of data protection law and to inform her/himself independently within aHe/She is able to construct complex administrative tasks independently within a9.2.8.1 He/She is able to self-external evaluation (including peer evaluation) in a targeted manner and apply them apropriately.compliance with the regulations.to justify personal data in accordance with the regulation of erslewer evaluation, documentation, development reports).to select procedures of self-external evaluation including peer evaluation) in a targeted manner and apply them and duties.compliance with the regulations in the implement them in targeted pedagogical activities and to promote his/her professional interests.to justify personal data in accordance with the regulations of data protection law and to independently about9.2.8.1 He/She is able to construct complex and to have administrative tasks independently within adevelop targeted educational administrative tasks independently about9.2.8.1 He/She is able to construct complex administrative tasks independen		upon instruction.	on his/her own	ICT-tools).	measures and accident	
to exercise and follow rights and duties in his/her field of responsibility in a responsibile manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties. 9.1.3.1 He/She is able to carry out administrative tasks independently within a			responsibility and		prevention to ensure	9.3.5.1 He/She is able
rights and duties in his/her field of responsibility in a responsibility in a responsibile manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties. 9.1.3.1 He/She is able to construct complex administrative work using digital media (e.g. educational documentation, development reports). 9.1.3.1 He/She is able to carry out administrative tasks independently within a					•	to justify personal data
his/her field of responsibility in a responsibile manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.9.2.3.1 He/She is able to construct complex administrative work using digital media (e.g. educational development reports).(including peer evaluation) in a targeted manner and apply them appropriately.9.3.2.1 He/She is able to exercise, implement and evaluate his/her rights and duties as an employee in socio- educational institutions on his/her own responsibility to implement them in targeted pedagogical in accordance with the regulations of data protection law and to inform her/himself independently within a9.2.3.1 He/She is able to construct complex administrative tasks independently about9.2.3.1 He/She is able to construct complex administrative tasks independently about9.2.3.1 He/She is able to administrative tasks independently about9.2.3.1 He/She is able to administrative tasks9.2.3.1 He/She is able to administrative tasks9.2.4.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to inform her/himself independently about9.3.3.1 He/She is able to administrative tasks9.3.3.1 He/She is able to exercise, implement and, if necessary, further			educational activities.	•	regulations.	in accordance with the
responsibility in a responsible manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties. 9.1.3.1 He/She is able to carry out administrative tasks independently within a		5				
responsible manner or, if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties. 9.1.3.1 He/She is able to carry out administrative tasks independently within a						•
if necessary, to make arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.using digital media (e.g. educational documentation, development reports).regard, and to name documentation, development reports).relevant new developments and compliance with the regulations of data protection law and to independently within arelevant new development reports).9.1.3.1 He/She is able to carry out administrative tasks independently within a9.2.4.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to inform her/himself independently aboutappropriately.rights and duties as an employee in socio- educational institutions on his/her own responsibility to implement them in targeted pedagogical activities and to promote his/her professional interests.relevant new developments and compliance with the regulations in the institution.9.1.3.1 He/She is able to carry out administrative tasks independently within a9.3.1 He/She is able independently about9.3.3.1 He/She is able statement and, if necessary, further					· · ·	
arrangements in this regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.educational documentation, development reports).employee in socio- educational institutions on his/her own responsibility to implement them in targeted pedagogical activities and to promote his/her professional interests.developments and compliance with the regulations in the institution.9.1.3.1 He/She is able to carry out administrative tasks independently within a9.1.3.1 He/She is able to carry out administrative tasks independently within aregulations of data protection law and to independently about9.3.3.1 He/She is able to carry out administrative tasks independently within aregulations of data protection law and to independently about9.3.3.1 He/She is able to carry out administrative tasks9.3.3.1 He/She is able to carry out statement and, if necessary, further						•
regard, and to name framework conditions which promote or inhibit the exercise of rights and duties.documentation, development reports).educational institutions on his/her own responsibility to implement them in targeted pedagogical activities and to promote his/her professional interests.compliance with the regulations in the institution.9.1.3.1 He/She is able to carry out administrative tasks independently within a9.2.4.1 He/She is able to utilize personal data protection law and to inform her/himself independently about9.3.6.1 He/She is able to evaluate the institution's mission statement and, if necessary, further		-		appropriately.	0	
framework conditions which promote or inhibit the exercise of rights and duties.development reports).on his/her own responsibility to implement them in targeted pedagogical activities and to promote his/her professional interests.regulations in the institution.9.1.3.1 He/She is able to carry out administrative tasks independently within a9.2.4.1 He/She is able to utilize personal data in accordance with the protection law and to inform her/himself independently about0.0 his/her own responsibility to implement them in targeted pedagogical protessional interests.9.3.6.1 He/She is able to evaluate the institution's mission statement and, if necessary, further		5				
which promote or inhibit the exercise of rights and duties.9.2.4.1 He/She is able to utilize personal data in accordance with the protection law and to inform her/himself independently within a9.2.4.1 He/She is able to utilize personal data in accordance with the protection law and to inform her/himself independently about9.2.4.1 He/She is able to utilize personal data in accordance with the protection law and to inform her/himself independently about9.2.4.1 He/She is able to utilize personal data interests.9.3.6.1 He/She is able to evaluate the institution's mission statement and, if necessary, further						•
the exercise of rights and duties.9.2.4.1 He/She is able to utilize personal data in accordance with the regulations of data protection law and to administrative tasks independently within aimplement them in targeted pedagogical activities and to promote his/her professional interests.9.3.6.1 He/She is able to evaluate the implementation of the institution's mission statement and, if necessary, further			development reports).			0
and duties.to utilize personal data in accordance with the regulations of data protection law and to independently within atargeted pedagogical activities and to promote his/her professional interests.9.3.6.1 He/She is able to evaluate the implementation of the institution's mission statement and, if necessary, further					1	Institution.
9.1.3.1 He/She is able to carry out administrative tasks independently within ain accordance with the regulations of data protection law and to inform her/himself independently abouttalgoted polaggination talgoted polagginationto evaluate the implementation of the institution's mission statement and, if necessary, further		5			•	0.0.0.4 1/2/04 5 5 54
9.1.3.1 He/She is able to carry out administrative tasks independently within aregulations of data protection law and to inform her/himself independently abouthis/her professional interests.implementation of the interests.9.1.3.1 He/She is able protection law and to inform her/himself independently aboutprotection law and to inform her/himself 9.3.3.1 He/She is ableimplementation of the institution's mission statement and, if necessary, further		and duties.				
to carry out administrative tasks independently within aprotection law and to inform her/himself independently aboutinterests.institution's mission statement and, if 9.3.3.1 He/She is able		9 1 3 1 Ho/Sho is able			•	
administrative tasks independently within ainform her/himself independently aboutstatement and, if necessary, further			0		•	
independently within a independently about 9.3.3.1 He/She is able necessary, further					interests.	
					9331 He/She is able	
		manageable framework	new developments in		to implement complex	develop the institution's
(e.g. the independent this regard and then to administrative tasks mission statement						
						together with the team.
absence and basis of pedagogical			aot accordingly.			logether with the team.
buolo of poddyogiodi						9.3.7.1 He/She is able
processes) using digital to cooperate, discuss		,-				
9.1.4.1 He/She is able media and evaluate and develop different		9.1.4.1 He/She is able				
to name and follow their effectiveness. ideas of educational						
national regulations of training and care						
personal data in his/her 9.3.4.1 He/She is able concepts in the team					9.3.4.1 He/She is able	5

area of responsibility in accordance with the provisions of data protection law (e.g. confidentiality). 9.15.1 He/She is able to name and explain the mission statement of the mission statement of the mission statements in quality management. 9.1.6.1 He/She is able to name basic target areas of quality development (e.g. considentiality) of the mission statements of quality development or the basis of quality criteria. 9.3.9.1 He/She is able to develop quality criteria. 9.3.9.1 He/She is able to analysis. 9.3.9.1 He/She is able to analyse and assess changes in the legal, financial and social financial and			
provisions of data protection law (e.g. observance of confidentiality).educational and care consoleration of needs and to participat actively and purposefully in the further development of the properties of the purposefully in the further development of the pedagogical concept on the basis of quality criteria.development concepts endevelop quality criteria for pedagogical organizational processes in a team and to check the effectiveness and subjectiveness and assess changes in the legal, framework conditions and asses of the quality cycle (plan, do, check, act).develop quality criteria.develop ment institution.9.3.0.1 He/She is able to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.0.1 He/She is able to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.1.1 He/She is able to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.1.1 He/She is able to solect evaluation procedures in line with requirements and to particements and to plement the use of methods and instruments (also through the use of ICT tools) in a theoretically		0	
protection law (e.g. observance of confidentiality).(e.g. consideration of needs and status actively and purposefully in the further development of the packagogical concept on the basis of quality criteria.(e.g. consideration of needs and status analysis).9.1.5.1 He/She is able to name and explain the importance of mission statement of the institution and to explain the importance of quality development.9.3.1 He/She is able to the basis of quality criteria.9.3.1 He/She is able to develop quality criteria.9.1.6.1 He/She is able to name basic target areas of quality celeopment (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality code (plan, do, check, act).9.3.0.1 He/She is able to consider them as the basis to conceptual decision in the socio- educational institution.9.3.1.1 He/She is able to analyse and assess changes in the legal, financial and social framework conditions and to consider them as the basis for conceptual idecisions in the socio- educational institution.9.3.1.1 He/She is able to analyse and assess changes in the legal, financial and social framework conditions and to consider them as the basis for conceptual idecisions in the socio- educational institution.9.3.1.1 He/She is able to and institution.9.3.1.1 He/She is able to analyse and assess changes in the legal, financial and social framework conditions in the order the socio- educational institution.9.3.1.1 He/She is able to and is able to analyse and assess changes in the legal, financial and is able to analyse and assess changes in the legal,			
observance of confidentiality).iead and to participate actively and purposefully in the further development of the pedagogical concept on the basis of quality criteria.iead and status analysis).9.1.5.1He/She is able to name and explain the importance of mission statements in quality management.9.3.8.1 He/She is able to develop quality criteria.9.3.8.1 He/She is able to develop quality criteria.9.1.6.1He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).9.3.9.1 He/She is able to consider them as the basis to conceptual decisions in the socio- educational instruction.9.3.0.1 He/She is able to sample0.3.0.1 He/She is able to consider them as the basis for conceptual decisions in the socio- educational instruction.9.3.1.1 He/She is able to consider them as the basis for conceptual decisions in the socio- educational instruction.9.3.1.0.1 He/She is able to consider them as the basis for conceptual decisions in the socio- educational instruction.9.3.1.1 He/She is able to sale to explain the basis for conceptual decisions in the socio- educational instruction.9.3.1.1 He/She to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically9.3.1.1 He/She is able to sale tervily9.3.1.1			
confidentiality).analysisanalysis).9.1.5.1 He/She is able to name and explain the mission statement of the institution and to explain the importance of mission statement.analysisanalysis).9.1.6.1 He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assing quality- enhancing measures to the work steps of the quality-(check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, framework conditions and to scheck the effectiveness and sustainability of the implementation of quality development (e.g. transparency of check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, framework conditions and assign quality- check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, framework conditions and to consider them as the basis for conceptual decisions in the social framework conditions and institution.9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
9.1.5.1 He/She is able to name and explain the mission statement of the institution and to explain the importance of mission statements in quality management. 9.1.6.1 He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).	observance of	team and to participate	needs and status
 9.1.5.1 He/She is able to name and explain the mission statement of the pedagogical concept on the basis of quality criteria. 9.1.6.1 9.1.6.1 9.1.6.5 to is able to name basic target areas of quality development of quality development (e.g. transparency of services, effectiveness) and assign quality-enhancing measures to the work steps of the work steps of the solid conceptual decisions in the social framework conditions the work steps of th	confidentiality).	actively and	analysis).
 9.1.5.1 He/She is able to name and explain the mission statement of the pedagogical concept on the basis of quality criteria. 9.1.6.1 9.1.6.1 9.1.6.5 to is able to name basic target areas of quality development of quality development (e.g. transparency of services, effectiveness) and assign quality-enhancing measures to the work steps of the work steps of the solid conceptual decisions in the social framework conditions the work steps of th		purposefully in the	
to name and explain the mission statement of the institution and to explain the importance of quality management.the pedagogical concept on the basis of quality criteria.to develop quality criteria.9.1.6.1 He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, financial and social framework conditions and to consider them as the basis for conceptual decisions in the socio- educational instruments (also through the use of ICT tools) in a theoretically	9.1.5.1 He/She is able		9.3.8.1 He/She is able
 mission statement of the institution and to explain the importance of mission statements in quality management. 9.1.6.1 He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality-enhancing measures to the work steps of the quality cycle (plan, do, check, act). 9.3.0.1 He/She is able to analyse and assess (changes in the basis for conceptual decisions in the socio-educational instruments (also through the use of ICTT tools) in a theoretically 	to name and explain the		to develop quality
institution and to explain the importance of mission statements in quality management. 9.1.6.1 He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).			
the importance of mission statements in quality management. 9.1.6.1 He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality-enhancing measures to the work steps of the quality cycle (plan, do, check, act). 9.3.1.0.1 He/She is able to consider them as the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution. 9.3.1.0.1 He/She is able to solve the basic for conceptual decisions in the socio-educational institution.			
mission statements in quality management.and to check the effectiveness and sustainability of the implementation of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, financial and social framework conditions and to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of ICT tools) in a theoretically			
quality management.effectiveness and sustainability of the implementation of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, framework conditions and to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.10.1 He/She is able to analyse and assess changes in the legal, framework conditions and to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			•
sustainability of the implementation of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).			
9.1.6.1implementation of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, financial and social framework conditions and to consider them as the basis for conceptual decisions in the socio- educational institution.9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically	quaity management.		
He/She is able to name basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).9.3.9.1 He/She is able to analyse and assess changes in the legal, framework conditions and to consider them as the basis for conceptual decisions in the socio- educiational institution.9.3.9.1 He/She is able to analyse and assess changes in the legal, framework conditions and to consider them as the basis for conceptual decisions in the socio- educiational institution.9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a the ortically	0161		
basic target areas of quality development (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).			•
quality development 9.3.9.1 He/She is able (e.g. transparency of services, effectiveness) and assign quality- enhancing measures to the work steps of the financial and social quality cycle (plan, do, check, act). 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically tools) in a theoretically			quality chiena.
 (e.g. transparency of services, effectiveness) and assign quality-enhancing measures to the work steps of the quality cycle (plan, do, check, act). 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically 			9 3 9 1 He/She is able
changes in the legal, financial and social framework conditions and to consider them as the basis for conceptual decisions in the socio- educational institution. 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
and assign quality- enhancing measures to the work steps of the quality cycle (plan, do, check, act).			
framework conditions and to consider them as the basis for conceptual decisions in the socio- educational institution. 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
and to consider them as the work steps of the quality cycle (plan, do, check, act). 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
the basis for conceptual quality cycle (plan, do, check, act). 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
decisions in the socio- educational institution. 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
educational institution. 9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
9.3.10.1 He/She is able to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically	check, act).		
to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			educational institution.
to select evaluation procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			0.2.10.1 Ho/Sho in chio
procedures in line with requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
requirements and to plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
plan and implement the use of methods and instruments (also through the use of ICT tools) in a theoretically			
use of methods and instruments (also through the use of ICT tools) in a theoretically			
instruments (also through the use of ICT tools) in a theoretically			
through the use of ICT tools) in a theoretically			
tools) in a theoretically			
founded manner in the			
			founded manner in the
team.			team.