

Introducing AppRaiser:  
360° professional development  
appraisal service for trainers

Work as a trainer? Join us: [www.iywt.org](http://www.iywt.org), [info@iywt.org](mailto:info@iywt.org)



INTERNATIONAL  
YOUTH WORK  
TRAINERS GUILD

A little bit of background...





# INDEPENDENT SUPPORTIVE COMMUNITY OF TRAINERS

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TRAINER?

01/ *Become a  
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02/ *Use 360°  
assessment*

03/ *Watch video  
tutorials*



DESIGNING EDUCATIONAL PROGRAMMES



COOPERATING SUCCESSFULLY IN TEAMS



DESIGNING EDUCATIONAL PROGRAMMES



UNDERSTANDING &amp; FACILITATING INDIVIDUAL &amp; GROUP LEARNING PROCESSES



LEARNING TO LEARN



COMMUNICATING MEANINGFULLY WITH OTHERS



# IYWT Guild and ETS Competence Model for Trainers





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*"A standardized framework for a 360° appraisal service of trainers is vital for the professionalisation of our sector, which in turn will also lead to higher recognition and valuing of our work".*

*Tommy Lavelle*

MEMBER OF THE IYWT GUILD

IYWT.ORG



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*"Being overwhelmed by daily routine, trainers often neglect to assess themselves or to ask for feedback. To do so in a regular, long-term and systematized fashion is however necessary to allow for sustainable professional development, and thus needs to become part of our professional practice as trainers."*

*Fotini Arapi*

MEMBER OF THE IYWT GUILD

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*"For me, the AppRaiser development is closely linked with the development of the Trainers Guild – raising the quality and the profile of our profession while utilizing and putting in practice peer support is at its core."*

*Mieke Neven McMahon*

MEMBER OF THE IYWT GUILD

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*"It is us as trainers taking responsibility for our own professional development and growth. For me it is about driving quality."*

*Buzz Bury*

MEMBER OF THE IYWT GUILD

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# What do trainers think, feel and do about professional appraisal?



118 responses from trainers in 38 countries\*

**91% of trainers agree**  
to the extent that regular  
review of trainers  
competence leads to  
better performance

**2/3 of trainers review**  
their performance after  
each training activity

**87% of trainers agree**  
to the extent that online  
tools can improve  
systematic review of  
trainers performance

\*Trainers Guild conducted survey in Jan 2017 which is available at: [www.iywt.org](http://www.iywt.org), [info@iywt.org](mailto:info@iywt.org)



# Best times for trainers professional appraisal

## 2016

European Training Strategy offers competence model for trainers  
Trainers Guild successfully tests the prototype of 360° review system

## 2017

Online survey informs the further design of the professional appraisal service for trainers  
Trainers Guild together with partners secures the Erasmus+ co-funding for developments

## 2018-2020

Activities of the KA2 Strategic partnership project  
“AppRaiser” will offer new developments



But wait, what is appraisal?





# But wait, what is appraisal? And why?

Cambridge Dictionary

The act of **examining** someone or something in order to **judge** their qualities, **success**, or needs.

Collins Dictionary

If you make an appraisal of something, you consider it carefully and form an opinion about it.

The Multiprofessional Faculty Development Unit (London and South East) - NHS

The main purpose of appraisal is to give the appraisee the opportunity to reflect on their work and learning needs in order to improve their **performance**... **a tool for development as well as for assessing** performance.



AppRaiser idea



APPRAISER

## SELF-ASSESSMENT



[Link to the video](#)





# Inspired and informed by the best practices

## Goal-oriented design

All of the solutions are built with careful consideration of typical user personas, their goals and desired actions.

## 360° appraisal

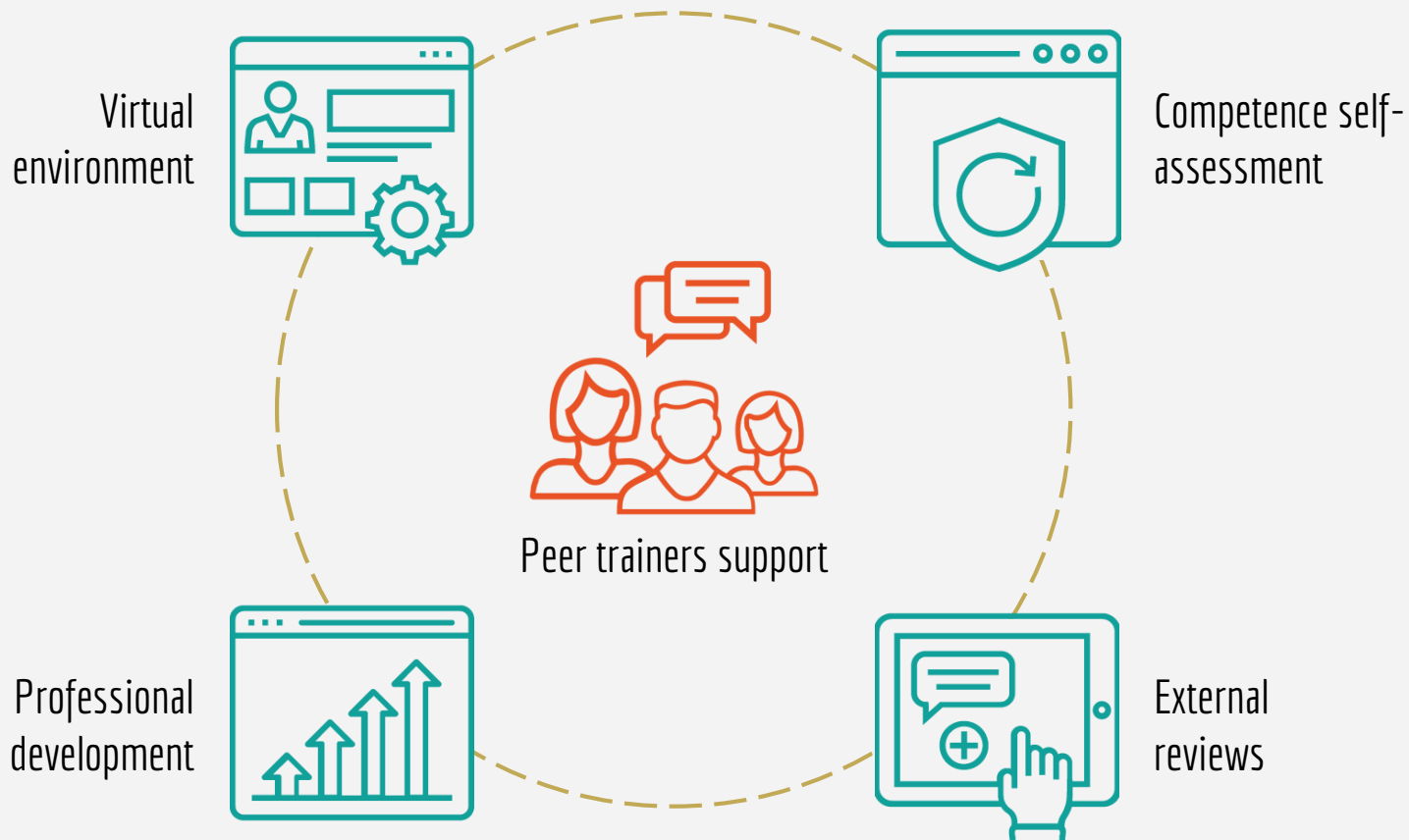
This model enables for comprehensive self-assessment and for receiving confidential, anonymous feedback from the people who are related to the training activity.

## Design thinking process

The innovation process is managed through the well-planned design cycle: 1) observation and research; 2) ideation; 3) prototyping; and 4) building and implementation.

## Appreciative inquiry

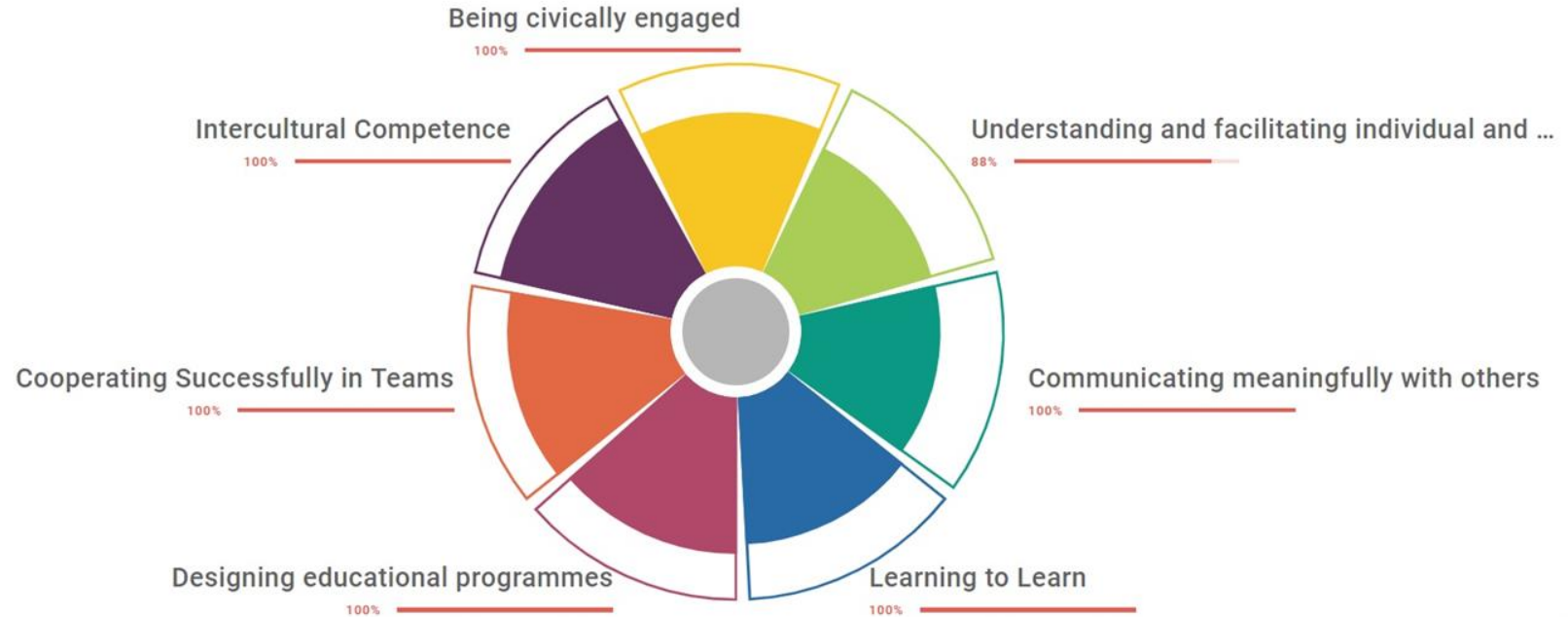
Change management approach which is based on affirmation and recognises the best aspects in people, affirms past and present strengths, assets and potentials.



## COMPETENCE AREA



Assess yourself according to the competence areas defined by the ETS competence model for trainers. Each competence area consists of a set of competences, which in turn are defined through a set of criteria.



# How to engage with Appraiser during EAYW?

Try the self-assessment: [www.trainersappraisal.com](http://www.trainersappraisal.com)

Test prototype for inviting people for feedback: <http://bit.ly/2HusXRM>

Test prototype for giving feedback to trainers: <http://bit.ly/2HQigYO>



Are you ready?



I'm ready.

## Partners:



## Funding:



Co-funded by the  
Erasmus+ Programme  
of the European Union

You can get involved

[www.iywt.org](http://www.iywt.org), [info@iywt.org](mailto:info@iywt.org)





# Some things to consider

## WHY doing it?

And why doing it based on the competences?  
Developing inner-readiness for appraisal.

## Time investment

“The quicker, the better.” Layers of appraisal.

## Appraisal in a context

Contextualising the assessment by linking it to an event. And having a long-term perspective by enabling a process.

## On the go

But not on the phone. And if possible with colleagues, post-its, diaries, markers...



# Some things to consider

## How to be appreciative?

Not just focus on what's "not working", but trying to utilize the strengths.

## Self-assessment AND feedback

There is no clear entry point

## One competence area at the time

Focusing on one competence area at a time, starting with the most relevant one(s).  
Selecting them for feedback.

## How do we trio?

The need for support in processing the findings and identifying paths for professional development.





AppRaiser tools



# Virtual environment

- **Register/Login** (incl. Terms of Use and Privacy policy information)
- **Manage training event references** (add/remove training events, describe/modify events (similar to SALTO TOY reference/LinkedIn projects))
- **Manage participants lists** (add/remove participants, sent invitations/notifications)
- **Manage trainer profile** (private/public, permission settings, add/modify information, account management, manage achievements using digital Open Badges)





# Competence self-assessment



- **Competence map** (visual and interactive ETS competence model)
- **Rating scales** (performance-based and linked to competence assessment indicators)
- **Evidence upload** (any type of file (text, media, document), leave specific comment to explain better the context of the uploaded evidence.)
- **Progress bar** (view and monitor the progress of self-assessment)
- **Digital Open Badges** (display and share competences, benefit from the global standard of recognition)



# External reviews

- **Sent/Accept requests to review performance** (sent to training participants, colleagues and contractors)
- **View/handle notifications** (push notifications and alerts when someone completed the review)
- **View/handle reminders** (set automatic reminders to be send for feedback)
- **Manage permissions to view/access data** (grant/revoke permissions for others)





# Professional development



- **Specify goals and actions** (link with areas of competences, set goals, view progress)
- **Identify and collect sources of learning** (upload links and materials)
- **Set the time frame** (link with the personal calendar, configure reminders)
- **Track the progress of learning** (view/manage progress, upload new evidence, earn open badges)
- **Invite others to support professional development** (organise Learning Trio)



# Peer trainers support

- **Supporting the professional development** (formulate goals, plan learning action, support learning)
- **Supporting self-assessment** (help in reviewing and interpreting collected data)
- **Feedback** (constructive motivational and/or developmental feedback, structured reflection)
- **Coaching and mentoring** (coaching questions, sharing good practice)
- **Live and online meetings** (provisionally, 2 meetings are planned during a 1 year cycle)

