

LEARNING PROGRAMME

Why and How to Turn Your Schools (and Other Educational Organisations) into Learning Organisations: Foundations for Schools and School Systems in the 21st Century

5-DAY COURSE

25 learning hours | Course programme

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Introduction and Description

This intensive five-day programme provides a theoretically robust and practice-oriented exploration of how schools and other educational organisations can transform themselves into Learning Organizations capable of sustained innovation, adaptive response, and collective professional growth. Situated within a broad intellectual lineage, the course examines the evolution of key educational theories, the emergence of organisational learning paradigms, and the contemporary relevance of systemic, collaborative, and inquiry-driven approaches to school development.

Participants critically engage with the Learning Organization concept from its foundational formulations in organisational learning theory (Argyris & Schön) and systems thinking (Senge) to its most recent operationalisation in the OECD School as a Learning Organization (SLO) framework. Through a structured examination of the seven dimensions of the SLO model, the programme interrogates the cultural, structural, and relational preconditions enabling schools to function as dynamic, knowledge-generating environments.

The course emphasises the significance of Learning Organizations in addressing the multifaceted challenges of 21st-century education: rapid technological change, inclusion and wellbeing priorities, professionalisation of teaching, and the need for coherent, evidence-informed school development. Case studies, reflective exercises, and design-based workshops support participants in analysing their institutional contexts and generating actionable, theoretically grounded strategies for implementation.

By the end of the programme, educators and school leaders will have developed a nuanced understanding of organisational learning processes and created a context-sensitive action plan for initiating or strengthening Learning Organization practices within their institutions. They will be equipped with conceptual insight, practical tools, and collaborative frameworks required to guide sustainable transformation and continuous improvement.

Methodology and Assessment

The programme employs an interactive, research-informed methodology combining theoretical input, facilitated discussion, case study analysis, systems-mapping exercises, collaborative workshops, and reflective journaling. Participants translate conceptual models into practice through inquiry cycles, group problem-solving, and action-planning tasks grounded in their institutional contexts. Digital tools support resource sharing and cross-institutional collaboration. Assessment is formative and continuous, based on active participation, reflective engagement, and the development of an individual or team action plan aligned with Learning Organization principles. A final presentation and peer feedback session consolidate learning and support transfer to real-world practice.

Learning Objectives

By the end of the course, participants will be able to:

Understanding the Foundations of Learning Organizations

• Analyse the historical evolution of educational theory and its implications for organisational learning.
• Examine the conceptual origins and development of the Learning Organization framework, including key contributions from organisational learning and systems thinking.
• Critically interpret the OECD School as a Learning Organization (SLO) model and its seven dimensions.

Applying Research-Informed Approaches to School Contexts

• Evaluate empirical research on Learning Organizations, collective teacher efficacy, and whole-school improvement.
• Interpret case studies to identify enabling factors, cultural conditions, leadership patterns, and systemic barriers influencing organisational learning.
• Assess the developmental readiness of participants' own schools using structured diagnostic tools.

Developing Skills for Implementation and Sustainable Transformation

• Employ practical tools such as inquiry cycles, collaborative professional learning routines, reflective protocols, and data-informed decision-making.
• Design context-appropriate strategies to strengthen school culture, distributed leadership, and professional collaboration.
• Construct a feasible, evidence-based action plan for implementing Learning Organization principles within participants' institutions.

Preparation

After registration participants will receive pre-course questionnaire which will be used by the trainer to learn about participants' teaching backgrounds and to assess their exact needs. Before the beginning of the course a basic reading list will be suggested to participants to prepare for the training. Participants will also be asked to prepare a presentation about themselves, their professional context and their culture. The presentation will be presented on the first day of the course to facilitate networking opportunities. Participants will receive information about the country they are going to visit in order to prepare them for their cultural experience.

Follow up

After the course participants will be asked to share what they have learned with the rest of the staff in their schools. Further books and articles to deepen the topic and contacts with some other practitioners all over Europe and in the world will be suggested by the trainer. The methods shared and explored and the bibliography given will allow the participants to complete and improve their educational path.

Certificate

Certificate complies with the guidelines of the Erasmus+ programme and includes the topic, number of didactic hours, dates and location of the course. We can list the record of learning outcomes on the Europass Mobility Document on request of participants. In case a participant requires a specific format of certificate we can accommodate that if requested at least one week before the start of the course. It is necessary to attend at least 80% of the hours in order to receive the certificate.

Accommodation

We do not directly offer accommodation and subsistence and participants are responsible for organizing it by themselves.

Paperwork

We also provide all the support with paperwork you might need for your Erasmus+ project documentation such as mobility agreement and registration letter.

Fee: 400 €

Cancelation policy

We have a flexible cancellation policy in force at the moment and you can cancel your registration up to 30 days before the course and receive a full refund. In case you don't cancel the registration more than 30 days before you will not receive any refunds, but you will be able to choose to attend any other confirmed course session later (within 6 months) without any additional costs. In case you are not able to travel, your school can send someone else to take instead of you and you can change the details of the participant any time before the start of the course at no additional cost.

TENTATIVE PROGRAMME (25 didactic hours - 5*45min per day) Monday to Friday	
Day 1	Introductions, Framing & The Future of Schooling
09.00 - 09.45	Introductions & Icebreakers
09.45 - 10.30	Course Overview & Learning Agreement
10.30 - 11.15	Challenges of 21st-century schooling
11.15 - 11.30	Break
11.30 - 12.15	Historical overview of educational theory
12.15 - 13.00	From theory to organisational implications
Day 2	Understanding the Learning Organization
09.00 - 09.45	What is the Learning Organization? Early conceptual foundations
09.45 - 10.30	Peter Senge and the evolution of the concept
10.30 - 11.15	Historical development of the Learning Organization in school contexts
11.15 - 11.30	Break
11.30 - 12.15	Systems thinking for educators

12.15 - 13.00	Workshop: LO concept-mapping
Day 3	The Most Recent Model: The OECD School as a Learning Organization (SLO)
09.00 - 09.45	Introduction to the OECD SLO model
09.45 - 10.30	Deep dive into Dimensions 1–3
10.30 - 11.15	Deep dive into Dimensions 4–7
11.15 - 11.30	Break
11.30 - 12.15	Analysis workshop: Applying the SLO rubric
12.15 - 13.00	Reflection & discussion
Day 4	Significance, Meaning & Practical Implications of Becoming a Learning Organization
09.00 - 09.45	Why the Learning Organization matters for 21st-century schooling
09.45 - 10.30	The human dimension: culture, trust and psychological safety
10.30 - 11.15	Research evidence on Learning Organizations
11.15 - 11.30	Break
11.30 - 12.15	Implementation requirements & common barriers
12.15 - 13.00	Workshop: Identifying leverage points for change
Day 5	Implementation, Action Planning & Closing
09.00 - 09.45	Drafting the Learning Organization development plan
09.45 - 10.30	Preparing the final presentations and individual support
10.30 - 11.15	Final presentations and feedback
11.15 - 11.30	Break
11.30 - 12.15	Evaluation & Reflection
12.15 - 13.00	Validation of learning outcomes and certification

*This is only a tentative timetable. The exact hours or the course might differ and will be announced for each session 2 weeks before the start. However, there will always be a total of 5 didactic hours per day and all will be in line with the Erasmus+ quality standards. The trainer might slightly modify the content in response to the needs of the group.
**Cultural and social programmes will be organized in addition to the academic programme. The exact cultural and social programme depends on the location, season, weather, etc.