



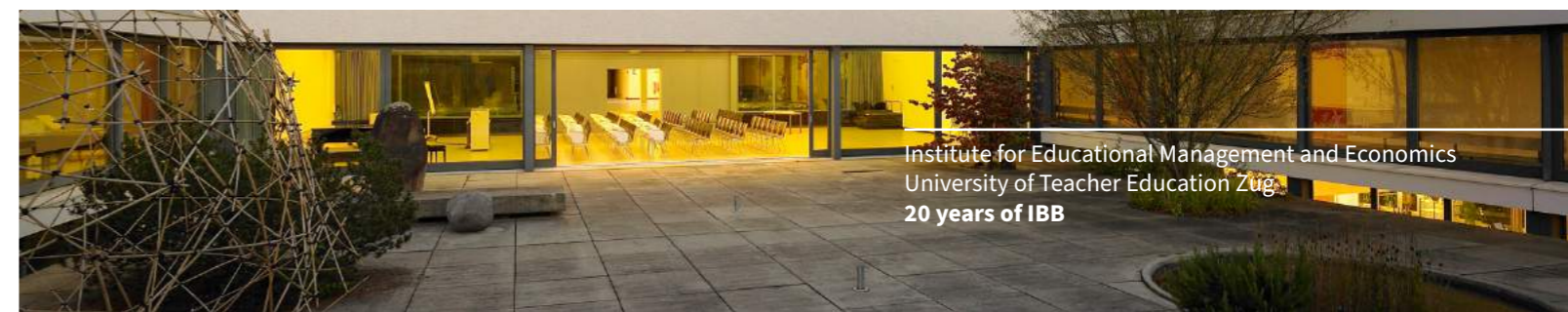
## IBB

Institut für Bildungsmanagement  
und Bildungsökonomie  
PH Zug

*Farewell to Univ.-Prof. Dr. Stephan Gerhard Huber  
after 18 years as Head of IBB  
and 12 years as Head of F&E*

## History in Statistics

- More than 70 research projects, third-party funding volume approx. CHF 15 million
- More than 600 publications: Book series, books, specialist journals, monographs, articles in specialist journals and edited volumes, more than 100 peer reviewed
- More than 6,500 citations, h-index 38, i10-index 112
- Co-Editor-in-Chief of the journal "Educational Assessment Evaluation and Accountability" (Springer, impact factor 3.9, downloads per year: 200,000)
- PraxisWissen Schulleitung (2005-2015, 450 ed. contributions) Yearbook Schulleitung (since 2010) Manual for steering groups, manual for management development
- 2 International Handbooks: International Handbook for Governance, Leadership, Administration, and Management in Education and International Handbook of Evaluation and Assessment in Education (2025, both Springer)
- More than 700 lectures
- More than 800 events in education and training and participation in around 20 programs and master's courses for educational leaders
- Around 15,000 participants in the Self-Assessment Competence Profile School Management (KPSM) in Germany, Austria, Switzerland and 10 other countries
- Around 200 KPSM-based coaching sessions
- Around 400 5-year school support programs
- More than 400 media contributions: Television, radio, online and print contributions from media and press organizations
- 6 World Education Leadership Symposia in face-to-face format, each with approx. 850 participants from around 100 countries
- 6 World Education Leadership Symposia in online format, each with up to 1,000 participants from around 100 countries
- 2 Innovation Forums Switzerland with 80 participants each
- 9 professorships and 6 successful doctorates have emerged from the institute, currently 10 doctorates are being supervised









## The IBB

The Institute for Educational Management and Economics (IBB) at the University of Teacher Education Zug was founded in 2003 by Prof. Dr. Xaver Bueler and further developed and expanded from 2006 by Prof. Dr. Stephan Huber.

It has a research and development mandate, but also sees itself as a service facility for teachers, school management, school supervision and school administration, school boards, the federal states and the federal government. Cantons, ministries and institutions concerned with the quality and development of educational institutions. The target groups are individual actors and institutions in the education sector, in particular managers.

The institute is thematically focused on the following areas:

### 1. Quality and development in education

(Quality & innovation management, current trends and challenges)

### 2. Personnel management in the education sector

(esp. professionalization: teacher training, further education and training, management development)

### 3. Youth

(Biography, Education, Perspectives)

The IBB's projects are highly relevant from a scientific, educational policy and practical school perspective. The results of the research and development activities flow back into the professional field in the sense of knowledge transfer. In the spirit of „Responsible Science“, the aim is to make a contribution to supporting school policy, school administration and school practice. The Institute works in an interdisciplinary, multi-method, multi-level analytical and multi-perspective manner.

The IBB sees itself as a learning organization with high scientific and entrepreneurial goals. The institute and its employees stand for credibility through seriousness, innovation through internationality, professionalism through technical, methodological and social competence as well as quality through reliable, effective and efficient processes.

## International Academic Board

The International Academic Board, which was founded in 2011, supports important projects by providing expert feedback. Members of the advisory board are: Prof. em. Dr. Herbert Altrichter, University of Linz, Prof. Dr. Manfred Max Bergman, University of Basel, Prof. em. Dr. Wilfried Bos, Technical University of Dortmund, Prof. Dr. Wolfgang Böttcher, Westfälische Wilhelms-Universität Münster, Prof. Dr. Ellen Goldring, Vanderbilt University, Nashville, Prof. Dr. Jan-Eric Gustafsson, University of Gothenborg, Prof. Dr. Philip Hallinger, The Hong Kong Institute of Education, Prof. em. Dr. Jorunn Møller, University of Oslo, Prof. Dr. Viviane Robinson, University of Auckland, Prof. em. Dr. Hans-Günter Rolff, Technische Universität Oslo, Prof. em. University of Dortmund, Prof. Dr. Jim Spillane, University of Evanston, Illinois, and Prof. Mel West, University of Manchester.



## Research & Development

Basic research, application-oriented research, evaluation research and scientific consulting & support (especially needs assessments, evaluations, concepts and expert opinions)

## Qualification & Coaching

Among other things, offers in basic, further and advanced training for school stakeholders (including coaching offers), offers for school administrators, School supervision, school administration and education policy as well as for university lecturers

## Networks & Conferences

Initiation and management of professional networks for science and practice (e.g. school networks) and organization of national and international conferences

## Publications & Lectures

Editorships (including of a book series), memberships of advisory boards and publications in German-language and international specialist journals; Lectures and presentations at academic conferences and congresses, training courses and conferences on educational policy and practice, and mixed auditoriums



## Research & Development



*Group photo from the project School Turnaround - Berlin schools take off, supported by the Robert Bosch Foundation and the Berlin Senate Department for Education, Youth and Family, scientifically supported by the Institute for Educational Management and Economics at the PH Zug, with Franziska Giffey and Siegfried Arnz and many other experts.*

Research about practice, with practice, for practice



## We give school stakeholders a voice

### School Barometer for Germany, Austria and Switzerland

[www.Schul-Barometer.net](http://www.Schul-Barometer.net)

At regular intervals, the School Barometer surveys the current situation of schools and school administrators in Germany, Austria and Switzerland as part of a sentiment survey, thereby contributing to the exchange of experience and know-how. School Barometer studies are available in various formats and on the following topics:

- Education panel survey
- School management barometer
- Challenges at school
- Sustainability
- Youth
- School supervision
- War and peace



### WSLS World School Leadership Study

[www.Bildungsmanagement.net/WSLS](http://www.Bildungsmanagement.net/WSLS)

The purpose of the World School Leadership Study (WSLS) project is to research and monitor the profession of school leadership nationally and internationally. Among other things, it offers insights into education systems, the role of school leadership, the state of research on school leadership, and the impact of the COVID-19 pandemic on school leadership—all based on country reports from different continents. The study also provides information for educational policy makers and school administrators



### YASS Young Adult Survey Switzerland (Federal Youth Surveys ch-x)

[www.Bildungsmanagement.net/YASS](http://www.Bildungsmanagement.net/YASS)

The aim of the “Young Adult Survey Switzerland (YASS)” of the Federal Youth Surveys ch-x is to gain an empirical and interdisciplinary insight into the educational biographies, living conditions and social and political orientations of young adults in Switzerland to record possible changes and thus to identify trends and tendencies in the 19-year-olds in Switzerland. The focus is on the following topics:

- Education, work and career
- Health and sport
- Politics and civil responsibility
- Values and value orientations
- Capabilities and life prospects





## Tailor-made support for school development

### „Leading Quality“ (LeadQ) project cluster

[www.Bildungsmanagement.net/LeadQ](http://www.Bildungsmanagement.net/LeadQ)

In the Leading Quality (LeadQ) project cluster - „Developing quality(s) - shaping schools: School leadership, school development and school quality“ - the Institute is conducting longitudinal research in a mixed-methods control group design on various interventions in the support and qualification of school leaders, including school leadership coaching, support for school development/ school development advice and innovative training programs in the federal states of Berlin, North Rhine-Westphalia and Schleswig-Holstein.

The following programs are and have been scientifically monitored:

- The „School Turnaround: Berlin schools take off“ project is being carried out jointly by the Robert Bosch Stiftung and the Senate Department for Education, Youth and Science in partnership with the participating Berlin districts. The school turnaround at the 10 participating Berlin schools is to be achieved through comprehensive and tailor-made school development processes.
- „impakt schulleitung“, the school leadership program of the Wübben Foundation, supports head teachers of schools in a weak social environment in North Rhine-Westphalia in the further development of their school. In order to initiate a tailor-made process at the respective school, „impakt schulleitung“ offers a comprehensive range of support services.
- „PerspektivSchulen“ is a program to support pupils and multi-professional teams at schools in challenging situations in Schleswig-Holstein. Schools in disadvantaged social environments receive additional support as part of the program so that they can develop better prospects for themselves and their pupils.

Projects in Switzerland and Austria are currently being added. The research project in Austria was put out to tender by the Federal Ministry of Education, Science and Research (BMBWF) in a competitive process and will be included in the National Education Report Austria 2024.

In addition, longitudinal analyses are carried out on impact aspects and thus on changes in school quality, including special areas such as emotional and social development, connectedness, cooperation and innovation capacity in relation to different outcome variables.









## As a place of successful learning and teaching, schools need people who are committed, competent and creative in shaping this space

In addition to acquiring knowledge and techniques for application (know-how) in the area of school design, our focus in the qualification is on attitudes and mindsets (know-why).

### Study and talent support for student teachers

[www.Bildungsmanagement.net/Studienfoerderung](http://www.Bildungsmanagement.net/Studienfoerderung)

Stephan Huber is a founding advisory board member of the Studienkolleg der Stiftung der Deutschen Wirtschaft and works intensively in the promotion of gifted students, for example in the conception, design and implementation of vacation academies and self-assessments, coupled with reflection workshops. As a former scholarship holder of the Cusanuswerk's basic, international and doctoral scholarships, he has provided academic support for the Cusanuswerk's Collegium Cusanum and, since its foundation, for the Studienkolleg of the Stiftung der Deutschen Wirtschaft.

### Competencies for pedagogical leadership and effectiveness of continuing education and executive development (EKPF)

[www.Bildungsmanagement.net/EKPF](http://www.Bildungsmanagement.net/EKPF)

For more than 20 years, the Institute has been supporting pedagogical leadership development in German-speaking countries. Among other things, it has developed a theoretical framework model for theory-based empirical research, collected extensive data in Germany, Austria and Switzerland, produced scientific expert reports and provided consultancy services on the role of school leadership and school leadership development for the Conference of Ministers of Education and Cultural Affairs, the Ministry of National Education, Children and Youth in Belgium, the Bertelsmann Foundation, the State of Hesse, as well as the Federal Ministry of Education and Research in Germany has developed numerous concepts for qualification programs at various universities, state institutes, foundations and publishing houses.

### KPSM Competence Profile School Management

[www.Bildungsmanagement.net/KPSM](http://www.Bildungsmanagement.net/KPSM)

KPSM is a self-assessment specially tailored to the pedagogical leadership context, which enables teachers interested in leadership activities as well as newly appointed and experienced school leaders to assess their personal situation in order to address the new or already experienced professional requirements. The self-assessment provides impetus for reflection in order to recognize possible potential and areas in which one can and wants to develop personally. With PROFLEC (Professional Learning through Feedback and Reflection), KPSM has also been expanded internationally.





## Qualification, support and advisory services

The Institute's range of activities includes qualification and support services (including advisory services) in training and further education for school stakeholders (student teachers, teachers, pedagogical leaders), stakeholder groups (steering groups, school management teams) and the entire college (internal teacher training and further training) and offers for school boards, school supervisory authorities, school administration and education policy as well as for university lecturers. The Institute offers support through various forms of coaching such as collegial team coaching, process coaching, peer coaching, resource-oriented coaching and at the same time conducts comprehensive longitudinal research into different forms of coaching, cf. projects such as e.g. *impakt schulleitung*, *PerspektivSchulen*, *School Turnaround - Berliner Schulen starten durch*.

For school management levels (e.g. school management, steering group), support and advice is offered on the following topics, among others:

- School development and change management
- School development at schools in difficult situations
- Strategic school development with the BIO model - preserving, innovating and optimizing in the balance between demands and feasibility
- Organizational analysis and organizational development from a management perspective
- Steering groups - How modern school management can succeed
- Cooperation at school and cooperative leadership
- Cooperative educational landscapes and system leadership
- Stress and strain on school leadership - Effective and strategic school leadership between demands and burdens



## DigiLead Digitality and leadership

[www.Bildungsmanagement.net/DigiLead](http://www.Bildungsmanagement.net/DigiLead)

Online courses and video tutorials by Stephan Gerhard Huber

The training program focuses on learning with technology and learning about technology. This enables school leaders and their teams to formulate a school-specific overall strategy for digital change.

The specific areas of activity of school management, namely quality management, personnel, organization, educational landscape/school environment, as well as teaching, educating and advising as the core business of schools, form the conceptual framework for the content of the training course with the aim of digital transformation.

DigiLead was developed by Prof. Dr. Stephan Huber and is used by the Klett Group (Klett MINT, AAP Lehrerwelt and RAABE) for the implementation of the digital training offensive of the state of North Rhine-Westphalia.





**Networks & Conferences**



High quality and a good atmosphere



**WORLD  
EDUCATION  
LEADERSHIP  
SYMPOSIUM**  
*and NETWORK*





## WELS World Education Leadership Symposium

[WELS.EduLead.net](http://WELS.EduLead.net)

The World Education Leadership Symposium (WELS) has been the largest international symposium on education and leadership issues in Europe for over 15 years. The international symposium has been held in Zug since 2009, most recently with over 800 education experts from around 70 countries from practice and science. The conference languages are German and English. Since 2020, the symposia have also been held as online conferences. Since 2021, they have been offered online either in the WELSpocus and WELSmain format - with a focus on a current topic that is the focus of the condensed one-day event, or as an online conference lasting several days with plenary and parallel program sections.

The aim of the symposium is to exchange ideas, knowledge and experiences on developing the quality of education and schools, thereby making an important contribution to a sustainable society. It shows ways in which the quality of educational work can be further developed.

## InnoFo Innovation Forum Switzerland

[www.Bildungsmanagement.net/Innovationsforum](http://www.Bildungsmanagement.net/Innovationsforum)

The focus of the forum, which was held for the first time in 2017 together with the Swiss Association of School Principals (VSLCH), is the exchange of Swiss multipliers on innovations in the education sector. The aim is to offer these leaders opportunities for networking and discussion, in-depth specialist knowledge and mutual support in the implementation of new ideas.

Innovative school leaders, experts in the education sector from Switzerland and Liechtenstein, guests from Austria and Germany as well as leaders from other sectors and work contexts are invited.



## CovER COVID-19 Education Research

[www.Schul-Barometer.net/CovER](http://www.Schul-Barometer.net/CovER)

In view of the massive impact of the COVID-19 pandemic in early 2020, educational researchers from Germany, Austria and Switzerland have joined forces to form the Covid-19 Education Research (CovER) network with the aim of capturing national and international educational research that focuses on the consequences of the COVID-19 pandemic for education and pooling the discourse.

In 2023, the joint volume „COVID-19 and Education. Studies and Perspectives“. The studies presented by more than 90 authors cover a wide range of topics and also vary methodologically and geographically. In a joint concluding chapter, the authors draw implications for politics, administration and education, school and educational practice and support systems as well as desiderata for science.

## NES Network Erfurt Schools

[www.Bildungsmanagement.net/NES](http://www.Bildungsmanagement.net/NES)

The Erfurt Schools Network (NES) is a qualification and support program for pedagogical leaders of independent schools in the Erfurt region (Germany). The cooperation-promoting school network was initiated in 2006 in collaboration with the Erfurt State Education Authority, the University of Erfurt and Stephan Gerhard Huber.

The qualification and support project is strongly demand- and network-oriented. The aim is to develop the skills of managers in terms of quality management and to support and accompany cooperation within and between schools and with other partners within a municipality in the long term.



**Publications & Presentations**



Book series, books, journals, monographs, articles in journals and anthologies



## Publications

[www.Bildungsmanagement.net/Publikationen](http://www.Bildungsmanagement.net/Publikationen)

The numerous publications include editorships, publications in German-language and international specialist journals, memberships of advisory boards and expert opinions in review process. In this way, the results of the Institute's research and development activities are disseminated on a broad scale in the scientific and practical context and flow back into the professional field in the sense of knowledge transfer.

The publications can be assigned to the following subject areas:

Staff shortages / focal point, particularly challenged schools, starting opportunities / COVID-19 and education / digitality / evaluation & assessment / youth research / cooperation / teacher training and leadership development / school supervision / school management / steering groups / school quality & school development / system leadership & organizational pedagogy.



## Presentations

[www.Bildungsmanagement.net/Vortraege](http://www.Bildungsmanagement.net/Vortraege)

In the context of research activities and advisory and support services, results, findings and recommendations are incorporated into lectures and presentations at academic conferences and congresses, as well as at training courses, meetings and conferences on educational policy and practice and mixed audiences.

Presentations at scientific conferences and congresses, e.g. the World Education Research Association (WERA), the British Education Research Association, the British Educational Leadership, Management and Administration Society (BELMAS), the European Policy Network on School Leadership (EPNoSL), the International Successful School Principal Project (ISSPP), the Asia Leadership Roundtable (ALR), the American Educational Research Association (AERA), the Commonwealth Council for Educational Administration and Management (CCEAM), the European Educational Research Association (EERA), the International Congress for School Effectiveness and Improvement (ICSEI), the Swiss Society for Educational Research (SGBF) and the German Society for Educational Research (DGfE) as well as at major events organized by national initiatives, ministries, authorities, associations, academies, state institutions and foundations.



### School quality and development

Stephan Gerhard Huber, Sigrid Hader-Popp & Nadine Schneider



### Handbook for steering groups

Basics for school development and school management

Stephan Gerhard Huber



### Series Yearbook School Management

Impulses from Science and Practice

Stephan Gerhard Huber



### Management development

Development of competencies for pedagogical leadership

Stephan Gerhard Huber



### Basic course in school management XXXI

Digital change and education: learning with, through and about technology

Stephan Gerhard Huber



### Young Adult Survey Switzerland

Young Adults Today, Volume 3

Stephan Gerhard Huber



### School leaders work strategically and cooperatively with their teams and the school environment to shape inclusive schools

Empirical findings, theoretical framework, pragmatic practice check

Stephan Gerhard Huber & Anna Zoss



### Peace and war in lessons and schools, offers for refugee children and young people from Ukraine

Current experiences, ideas and wishes from practice for practice

Stephan Gerhard Huber, Mareen Lüke, Jane Pruitt, Manuela Egger, Pia Eßer & Juliana Hoffmann



### Cooperation

Current research on cooperation in and between schools and with other partners

Stephan Gerhard Huber & Frederik Ahlgrimm



### Cooperative educational landscapes

Networks in and with the system

Stephan Gerhard Huber



### School supervision in transition

Rethinking roles and tasks

Stephan Gerhard Huber, Siegfried Arnz & Torsten Klieme



### COVID-19 and education

Studies and perspectives

Stephan Gerhard Huber, Christoph Helm & Nadine Schneider



### Schools with special challenges

Schools under particular strain

Stephan Gerhard Huber, Julia A. Schneider & Jane Pruitt



### Shaping school together

Development of competencies for pedagogical leadership

Stephan Gerhard Huber



### School staff shortage

Short, medium and long-term solutions for policymakers, school supervisory authorities, universities and in the schools themselves

Stephan Gerhard Huber, Christoph Helm & Larissa Lusnig



### Developing school leadership

Trends, concepts, approaches and impact

Stephan Gerhard Huber & Nadine Schneider



# Team

In addition to the Director and Deputy Director of the Institute, the team includes research associates and assistants, support staff for ICT, publication management, public relations and event management, student employees and interns, associated project staff and visiting professors.





# Media

[SchuBa.EduLead.net/Medien](https://SchuBa.EduLead.net/Medien)

Interviews, setting topics, background discussions





# Farewell party on December 07, 2023

Some photo impressions







# Quality of Life – Education matters



**Improving the Quality of Education for All**