

## 4. Governance of Green Combs

This chapter outlines the governance structure for Green Combs, emphasising its role in ensuring effective planning, implementation, and sustainability of education initiatives within VET institutions.

The vision and mission of Green Combs are essential elements that align with the sustainability goals of the VET institution. The vision portrays a future where all members are environmentally aware, socially responsible, and economically sustainable. Meanwhile, the mission serves as a roadmap, emphasising the integration of sustainability principles into the curriculum, student empowerment through hands-on projects, and collaboration with local businesses and community organisations. Formulation of values ensures ethical and consistent operation, emphasising inclusivity, transparency, and continuous improvement.

The guiding principles of Green Combs include sustainability integration, inclusivity and diversity, continuous learning and adaptability, collaboration and partnerships, a student-centric approach, transparency and accountability, community engagement, innovation and creativity, measurable impact, adherence to ethical practices, flexibility and resilience, and global awareness.

Leadership structure:

The leadership structure plays a vital role in guiding and shaping the activities of Green Combs, providing a framework for effective decision-making, coordination, and implementation of sustainability education initiatives within the VET institution.

Having a core management team for Green Combs is important because the team plays a central role in guiding the strategic direction, overseeing key functions, integration within VET Institution, and ensuring the support of top management and sustainability of education efforts.

Aligning Green Combs with institutional policies ensures consistency in decision-making, reduces conflicts, secures institutional support, and aligns sustainability education initiatives with the broader mission and values of the VET institution.

Goals of Green Combs:

In order to accomplish its mission, the Green Combs aim to

1. Integrate sustainability principles into VET programs;
2. Establish partnerships with local businesses and community organisations;
3. Implement student-led sustainability projects in each VET program;
4. Provide sustainability-focused professional development workshops for educators annually;
5. Increase awareness about sustainability education within the local community by organising outreach events or workshops;
6. Implement a comprehensive monitoring and evaluation framework;
7. Increase the internal hub's online presence and visibility.

Through face to face and online activities, national and international workshops as well as through collaborative initiatives, the Green Combs are expected to lead to institutional culture transformation, integration of sustainability concepts across programs, enhanced stakeholder collaboration, student empowerment through engagement in sustainability projects, continuous professional development for educators, and measurable improvements in students' sustainability competencies.

Financial and physical resources:

Financial resources are crucial for Green Combs to sustain their governance and operations, as well as to fund their projects and programs. Without adequate financial resources, Green Combs would not be able to motivate staff, pay for utilities, or cover other expenses that are necessary for their functioning and growth.

Physical resources are also essential for Green Combs to implement their sustainability initiatives, such as reducing waste, improving energy efficiency, and enhancing green spaces on campus.

Performance Measurement and Evaluation:

Effectively managing performance measurement and evaluation helps Green Combs to assess the impact of its sustainability education initiatives.

In this scope, the key steps and strategies for managing this process are:

1. Define clear and measurable performance metrics.
2. Develop a comprehensive monitoring and evaluation framework.
3. Identify specific Key Performance Indicators (KPIs) reflecting the success of sustainability education initiatives.
4. Gather baseline data before implementing sustainability initiatives to establish a reference point for measuring progress.
5. Regularly collect data and evaluate the effectiveness of sustainability programs, adjusting strategies as needed. And very important:
6. Recognise and celebrate achievements resulting from sustainability education initiatives, acknowledging their positive impact on individuals and the community.

Compliance and accountability:

The Green Combs shall establish mechanisms for accountability, including regular reporting and audits, which are essential for ensuring compliance with relevant regulations and standards related to sustainability education within Green Combs.

Moreover, all activities and initiatives of Green Combs shall comply with relevant local, regional, national and international laws and regulations pertaining to education and sustainability, including:

- GreenComp
- Sustainable Development Goals (SDGs), adopted by the United Nations
- United Nations Global Compact

- EU Green Policies (European Green Deal goals, European Climate Law, Renewable Energy Directive, Single-Use Plastics Directive, etc)
- The European Green Deal

In addition, the Green Combs shall implement a system of regular reporting to stakeholders, presenting key metrics, achievements, and challenges.

You now possess comprehensive guidance for establishing and overseeing the governance framework within Green Combs.

We invite you to use the Canvas to facilitate the management and growth of the hubs in each developmental domain that can be found on the project website [www.greenhiveproject.eu](http://www.greenhiveproject.eu).