



ETUCE PUBLIC HEARING
ON **SUPPORTING TEACHERS**
IN MEETING TEACHERS' PROFESSIONAL NEEDS
19 SEPTEMBER, BRUSSELS



Live Stream <https://www.youtube.com/user/EduInternational/live>



#ETUCETeachProfNeeds



Teacher training systems in the region

ROMANIA



ABOUT US

▶ FSLI is a nationally representative trade union organization in the field of education, which includes **174,000 members** organized in 62 unions at county level, the biggest union in Romania.

▶ Besides trade union activity, which involves:

- ▶ protection of the workers rights in education sector,
- ▶ collective bargaining and assurance of decent wages,
- ▶ participation at development of legislation,
- ▶ contributions to the structure and content of the reform and development of standards,

the FSLI' By Laws and strategy emphasize with continuing education and training of affiliated teachers.



The status of teacher training in Romania



- In the last 7 years various institutions (MoE, Teachers Unions, private training providers etc) have used different sources of funding to train teachers on various topics of interest in view of their continuing professionalization.
- Unfortunately, sometimes, these actions were not correlated with each other, often overlapped for the same target group or were formal without ensuring the quality of course content.
- In general the trainings was focused on updated key competences, acquiring new skills in school management or educational management, digitalization, innovations in teaching methods.
- There are still problems with initial teacher training (need for more pedagogical practice, introducing disciplines on modern teaching methods and techniques, digitization, working methods with children with special educational needs)
- The diagnosis of the secondary education system has revealed the need for a **quick restructuring** of the current system regarding debut and evolution in the didactic career in order to make it more efficient and appropriate to the specifics of contemporary education.
- The new system, based on the professionalization of the teaching profession in secondary education, has to bring together the career paths - career development and professional development - while ensuring, on the basis of training standards, the recognition and equivalence of the training results obtained by the teachers in different, formal and non-formal, theoretical and practical contexts.



NATIONAL OBJECTIVES FOR 2018 - 2021

- Increasing the number of educational offers focused on skills training and the use of digital/ ICT solutions in the teaching process
- Improving the competences of the teaching staff in secondary education in order to promote quality educational services oriented to the needs of the pupils and an inclusive school



How is FSLI involved in teachers' professional development



OUR MAIN OBJECTIVE

- ▶ **Ensuring quality in education by continuous training of teachers** is one of the main objectives of FSLI
- ▶ **OUR PHILOSOPHY WAS** – create our own training structures able to deliver quality training courses

HOW? – using european funds (2,5 mil. between 2010 – 2015 and 5 mil. between 2018 – 2021)

▶ FSLI was focused on implement since 2010 until 2014 a POSDRU/57/1.3/S/33057 project **"Together for Quality in Education! Human resource development in school education through educational partnership"** in partnership with National Agency for Quality Assurance in Education.

▶ In this project we've created a National Training Center who manage today a network of 8 regional centers and 16 county centers, operating in 49 certified trainers who have trained until 2017, **5.198** teachers in the fields of:

- ▶ quality assurance in the education system,
- ▶ health and safety in schools,
- ▶ school management, education management, project management,
- ▶ social dialogue and leadership, communication, collective bargaining, negotiations techniques, and another **500** teachers will receive trainings in 2017 – 2018 on the same topics.



PROJECTS FOCUSED ON LLL AND TRAINING

- ❑ **Quality Assurance in Education** - development of human resources in education in partnership with SNES-FSU France (trainings, study visit in France, Trainings Centers Network – 1 national TC, 8 regional TC and 16 at county level) – results: **3000 teachers trained and certified**
- ❑ **Developing the Social Dialogue – H&S for schools** in partnership with LO Norway and SL Norway – **900 teachers qualified in H&S**
- ❑ **Promoting equal opportunities within trade union organizations** – in partnership with Spain and Italy – **850 teachers trained** in equal opportunities teaching methods, 2 handbooks for primary school, 1 national curriculum approved
- ❑ **10 mobilities programmes under Leonardo da Vinci/ Erasmus+ framework** – **398 teachers trained** in Portugal, Spain, Italy
- ❑ **Consultation and Management of Information in European Schools: Participation in the Community** (CIMES) – ZNP Poland (project leader), Portugal, Serbia, Bulgaria, Hungary and Montenegro



DELIVERING TRAININGS ABROAD – SHARING EXPERIENCE

- In the last 5 years we extend our bi-lateral cooperation with counties who need support in developing the unions structures based on principles and values of democracy and social dialogue
- We provide know-how (exchange experience visits) and trainings on various topics like:
 - basic principle of social dialogue, participation at the process of taking decions;
 - workers' consultation and management of information;
 - equal opportunities - the involvement of women in the decision-making process and in union structures (in countries like Egypt and Kuwait)



FSLI objectives:

- representing teachers' professional needs in social dialogue
- strengthen the capacity of teachers' trade unions to deliver quality teacher training



NEW STRATEGY - NEW PROJECT – NEW OBJECTIVES 2018 – 2021

Partners: Ministry of Education, FSLI, Universities

Target group: 20.000 teachers in primary and secondary education

1. Elaboration of the legal framework for teachers professionalization, the occupational standards for teaching profession, the framework plans and the initial and continuous training programs at national level (FSLI & MoE & University of Craiova)
2. Operationalization of the didactic career strategy
3. Elaboration of *Teaching Standards* and their correlation with the system of functional didactic standards in the community space, occupational standards, elaboration and accreditation of continuous training programs of national interest (FSLI & MoE)



4. Training and certification of teaching staff teaching in specific contexts: virtual school system, schooling of sick children at home or in hospital, pupils with specific learning disorders integrated in mass school, pupils at risk of school dropout or with a high risk of social vulnerability - **FSLI will deliver trainings for 3200 teachers**
5. Training and certification of teaching staff with duties in the field of continuous professional development and development of school, with guidance role (mentors and tutors), counseling or coordination roles at the level of the educational establishment (school inspectors) - **FSLI will deliver trainings on mentoring and tutoring techniques for 5000 persons**
6. Continuous training of the various categories of teaching staff in pre-university education in accordance with the new normative framework regarding the teaching career - **FSLI will deliver trainings on mentoring and tutoring techniques for 3000 teachers**



Other objectives who will involve FSLI'experts

- ❑ Drafting and approving by Government Decision of the **Regulation on the Organization and Functioning of the Teaching Mentorship Institution** as a Regulatory Body in the Field of Teaching
- ❑ 2 national studies focused on improving teachers' competences in pre-university education in order to promote quality educational services tailored to pupils' needs and an inclusive school
- ❑ 2 Conferences on the continuous training of teachers and the impact on career development, with the participation of experts from EU countries



TEACHERS working with Students with SPECIAL EDUCATION NEEDS

- ❑ 2 International Conferences on teaching methods Focused on SEN Students - continuous training of teachers with the participation of experts from EU countries (Italy, France, Austria) in 2016 and 2017
- ❑ 1 Project financed by Erasmus+ in 2018 – 2020 in partnership with Italy, Ireland & Greece

WHY? - There are **NO initial teacher training** on working methods with children with special educational needs, also on is a huge need for more pedagogical practice, introducing subjects on modern teaching methods and techniques, digitization

Title: **MA**naging **G**raduated approach and **I**ncluding balanced **C**urriculum for **S**pecial **E**ducational **N**eeds **S**tudents – **MAGIC SENS**

1. HORIZONTAL Objectives: Strengthening the recruitment, selection and induction of Educators
2. SCHOOL EDUCATION Objectives:
 - Strengthening the profile(s) of the teaching profession
 - Supporting schools to tackle early school leaving (ESL) and disadvantage



Did you know? ...

In Europe around 15 million children have Special Educational Needs (SEN).

*The main objective of the project is to **enhance the skills and competences of teachers, teachers trainers and all those subjects from the educational chain in dealing with young people with Special Educational Needs** such as specific learning disabilities, specific language problems, ADHD deficit (Attention Deficit Hyperactivity Disorder), ASD deficit (Autistic Spectrum Disorders) and Borderline Intellectual Functioning.*

- *Mapping of practices, methodologies, tools and legislation related to the SEN context in the educational field*
- *SEN Toolkit for teachers - New teaching Methodologies and Tools (deliver in 8500 schools in Romania)*
- *Online Platform*
- *Deliver a Training for 1000 teachers that could be implemented both online and offline*



