

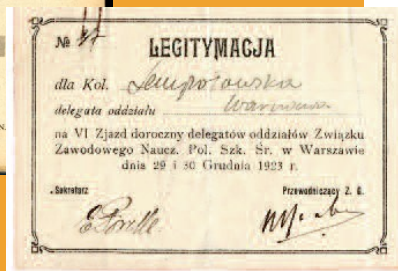
The Academy of Young Members





- ▶ the oldest and the biggest teachers' trade union in Poland – 250 000 members
- ▶ Members: teachers & education workers
- ▶ education stages:
 - pre-school
 - primary
 - secondary
 - higher education & science





- ▶ beginning -1905 (partitions of Poland)
- ▶ defence of the Polish language, teachers' rights and profession
- ▶ promotion of quality education for all
- ▶ *Głos Nauczycielski* (Teachers' Voice) since 1917
- ▶ *Głos Nauczycielski* the oldest branch magazine in Poland



Why?

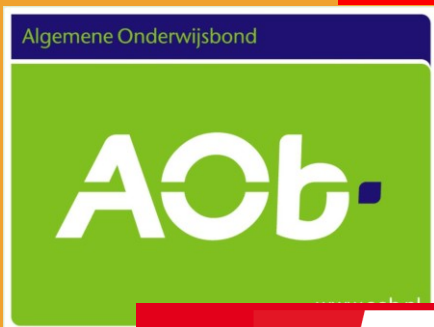
Under-representation of young Teachers

3:72

0:22

1:5

Conclusion – The Academy of Young Members



The aim of the Academy is to prepare young members of ZNP to act as leaders in their communities - local branches & schools

About education we know more than others





- All members and members under 37 can apply for a place in the Academy
- Each District / Voivodship has two seats at AMZ every year
- If a District does not use its seats, they will be transferred to another District from which candidates and candidates meeting the criteria have applied



The course consists of:

- 3 3-day meetings (weekend + 1 day)
- weekly personal training during holidays in the ZNP center
- 5-day study visit in Berlin
- dozens hours of own activity (mentor)



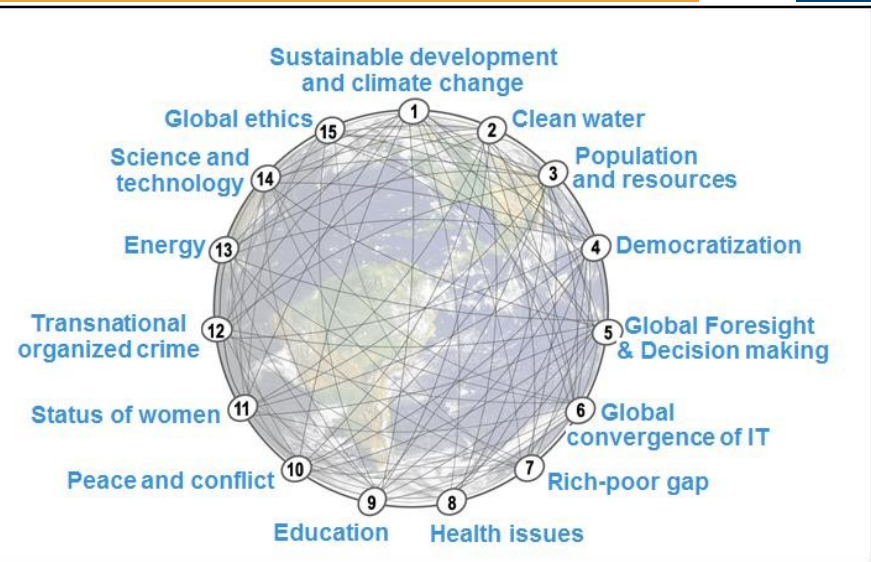
An important element of the training is self-work, including organization of meeting or seminar for teachers in the local community/school. Seminars are evaluated and hospitalized.

One of the „homework” tasks is also own information activity on information board using current news & publications from the ZNP homepage and *Teachers' Voice*

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DLACZEGO WARTO
BYĆ W ZWIĄZKU

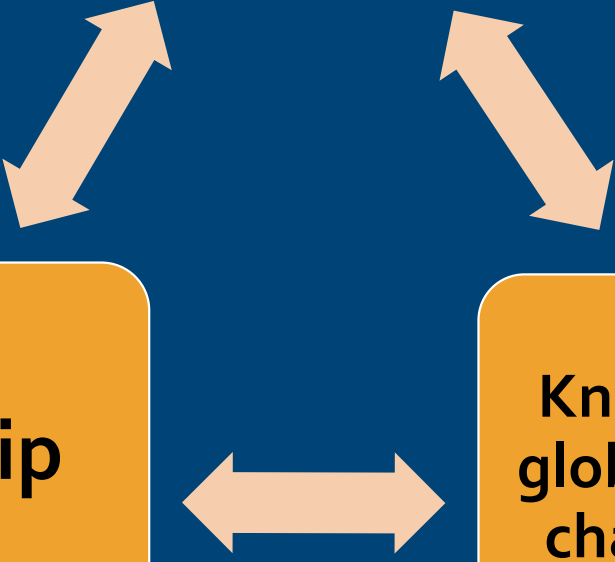




Pedagogical qualifications - professional ethics

Leadership skills

Knowledge about global changes and challenges facing education





Training topics:

- Contemporary educational challenges
- Consequences of the neoliberal approach to education
- Rules of working with adults - the ability to organize seminars and debates
- Recruitment of colleagues to the Union
- Troubleshooting and communication
- Current local problems implemented in cooperation with the local branch



Changes?

1. Participants as active trade unionists.
2. Participants becoming members of decision making bodies of TU, especially on local level.
3. Participants as leaders and organisers.
4. Networking.



Active trade unionists

In 2019 a few of the Academy's graduates become members of a programme committee.

Real influence on a programme of TU.



Active trade unionists

AMZ's participants and graduates have created a few promotional materials

Example – ,Young teacher 's vademecum'.

ZNP's survey analysis



Active trade unionists

Initiatives during a strike action

Letter to the first lady Agata Kornhauser-Duda



,You Madame are one of us. You Madame know perfectly the reality of working in school. All the teachers know how much joy and satisfaction this work brings. Every day is like a new discovery and puts us before new challenges. We are well educated, creative and first and foremost proud because of our profession. It is more than a work for us. Unfortunately, nowadays the main challenge of young teachers who are starting their educational career is managing their low family budget. The strike action is the act of our frustration, desperation (...)'

Active trade unionists



Participation in other courses and trainings:

- ETUI's European Training for Young Trade Union Leaders,
- ETUI's Eurotrainers level 1.



2. Klub Młodego Nauczyciela Young Teachers' Club (Youth Comitee)

In pomorskie voievodship created on 2016.

The president of the Club becomes a member of a ZNP's executive board on appropriate level.



3. Participants as leaders and organisers.

Organising trainings and events for young teachers and open trainings – example anti-mobbing training.

Cojoined trainings and events with TU members from different regions.



4. Networking

Both professional & personal.

Ability to see bigger picture.



STRAJK

2019
8 KWIETNIA
1
DZIEŃ STRAJKU

Jesteśmy razem!

Dziękujemy wszystkim,
którym zależy na przyszłości
edukacji! To jest protest, w którym
chodzi o naszą godność i o lepszą szk

www.znp.edu.pl



<https://www.youtube.com/watch?v=rAZ1qtzktkg>



**Thank you for your
attention!**

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