

Title of the project: Model for establishing the system of accreditation programmes for continuing professional development of VET teachers

Duration: January – December 2017.

Project leaders: Ljiljana Boskovic

Please write the report in English filling the following form fields:

1. MAIN ACTIVITIES

Please describe the core activities of the project and some relevant "turning points":

The main activities of the Project were three workshops, two three - day and one two - day workshop.

During the preparatory phase memorandums on cooperation with partner institutions were signed and members of the working group were nominated.

It was planned that the first workshop will be held in April, but due to the problem with the engagement of the expert, it was held on May 23-24 2017.

The goal of the first workshop was to establish the basic elements of the program accreditation. The planned goal and the expected results have been achieved.

The workshop was focused on the development of:

- recommendation for establishing the system
- establishing the standards and criteria for program accreditation and
- defining the process of accreditation with supporting documents.

The Second Workshop lasted three days from June 20 - 22.

The goal of the Second Workshop was to establish the final version of the documents from the First Workshop and prepare the forms of the bidding documents.

The participants of the Second Workshop focused on:

- finalisation of the documents from the First Workshop and the documents prepared by the working group members between the workshops
- elaboration of criteria for accreditation
- definition of the required forms in the accreditation process and
- preparation of the forms for bidding documents.

In accordance to the plan of activity the third workshop is held in Banja Luka, and lasted for three days from October 17 - 19, 2017.

The goal of the third workshop was to:

- check developed instruments and bidding documentation through demo accreditation of four programs
- prepare the required registry
- define priority areas for Continuous Professional Development of VET teachers.

Between the workshops and after the third workshop the members of the working team and expert intensively worked in preparing and finishing the documents. It included permanent communication and exchange of prepared working materials.

The working version of completed documents is posted on the web page of the Agency for Pre-school, Primary and Secondary Education. All ministries and pedagogical institutes in BiH have received information on availability of the results of the Project and their opinion and suggestions have been requested. Since there was no adequate reaction of ministries and pedagogical institutes, it was agreed to organise a Final meeting as an additional project activity. This meeting

is organised for partner institutions of the Project and other ministries of education and pedagogical institutes in BiH.

2. DATA ON PARTICIPATION AND ACTIVITIES

Please add the relevant data about the project (number of attendees, number of trainings, number of schools/teachers, etc.):

In addition to the Agency for Pre-school, Primary and Secondary Education in the project activities four partner institutions took part as well:

Ministry of Education, Science, Culture and Sport of Una-Sana Canton

Ministry of Education, Science, Culture and Sport of Tuzla Canton

Pedagogical Institute of Tuzla Canton

Pedagogical Institute of Una-Sana Canton

The project team had eight members i.e. representatives from all partner institutions.

Eight members of the working team took part in the first workshop and six members took part in two workshops.

Vocational school teachers took part in the third workshop. The ministries of Tuzla Canton and Una-Sana Canton nominated ten vocational schools for participation in the Project. Out of designated ten schools, eight schools responded positively and their representatives participated in defining of the priority areas.

3. OUTPUTS AND RESULTS

Please present the main outputs/results of the project:

The main result of the Project is the document *Guidelines for establishing the standards for accreditation of programs for CPD of VET teachers*.

Results of the Project integrated in the document are:

- Guidelines for establishing of accreditation system
- Accreditation standards
- Bidding documents
- Keeping records, registers
- Priority areas for CPD of VET teachers.

4. FEEDBACK FROM PARTICIPANTS AND ANALYSIS

Please provide participants feedbacks about the project or if any evaluation analyses:

At all workshops participants' feedback were collected through questionnaires.

Based on received data each workshop was analysed and these analyses were the part of regular monthly reports. The final analyses include all data and previous analyses.

The participants of all workshops were asked to evaluate on a scale from 1 to 5 the following elements: content, benefits, the work of expert and organisation of the workshop. If rating was 1-2, participants were asked to explain what was wrong. In the second part of the questionnaire

participants were asked to emphasise their best impressions of the workshop and to give own proposals and suggestions for the future work.

The members of the working group rated all three workshops with very high grades. The First workshop is rated by all elements with average grade of 4.8. The next two workshops were rated with 5.

In the evaluations, the participants stated their satisfaction with the work. In the feedbacks from all the workshops they emphasised:

- an excellent team work and ability of the group to achieve agreement followed with a high degree of appreciation and understanding
- excellent management , work and inspiration of expert
- organization and content of workshops
- achieved results.

Proposals and suggestions of the working group members were related to joint work between the workshops. According to the agreement, after the workshops, members of the working group continued communication and joint work (Google drive, share of documents over e-mail) and all of them fulfilled their tasks.

Teachers of vocational schools evaluated and assessed the workshop as follows: content 4,6; benefit 4, 4; for preparation and work of the expert 4,7 and organization 4,7.

Teachers from vocational schools especially expressed their satisfaction with:

- Pointing out of crucial problems
- Topic, the mode of presentation and efforts of presenters
- Given opportunities to express difficulties that teachers are facing with in teaching process and opportunities to recommend solutions
- Good communication and exchange of experiences
- Interest and activity of participants

Teachers of vocational schools have recommended and suggested to:

- Organise more of these workshops with concrete contents
- Organize workshops with larger groups of related professions
- Organize education in schools by professions
- Prepare more material for participants

5. DISSEMINATION

If applicable, please describe the dissemination activities and its results:

The documents produced as result of the Project before completion of the final version are posted at the web page of the Agency. All ministries of education and pedagogical institutes in BiH were sent letters which included information about the Project and were asked to submit their proposals and suggestions. Unfortunately, there was no adequate response of these institutions.

Therefore, additional activities are launched for organisation of the Final meeting for all representatives of partner institutions, working team members and representatives of ministries of education and pedagogical institutes. The Final meeting is aimed to present results of the Project and to reach an agreement on pilot implementation of accreditation program.

6. FOLLOW UP, CONTINUED ACTIVITY, TAKE UP

Please 1) describe activity that will continue. 2) how activity could be continued or replicated 3) prerequisites for continuation:

Guidelines for establishing the standards for accreditation of programs for CPD of VET teachers should be put into the practice and serve to entities and cantons for establishing of the accreditation system and appropriate legislation. The main precondition for this is pilot accreditation of programs in two cantons who were partners in the Project, as it is anticipated by signed memorandums on cooperation.

To do this, cantons should provide necessary organisational, expertise and material capacities. Therefore, it should be considered the possibility that the ETF, in 2018, provide support for pilot accreditation in these two cantons.

The greatest challenge for cantons will be the establishment and work of committees for program accreditation. In addition, during the work in the Project, it was noted that, first of all, pedagogical institutes and the other training providers need some kind of training for the preparation of quality programs for CPD of VET teachers.

During the next year, all partners in the Project should continue to present and promote the results of the Project and try to make some other education systems in BiH interested in implementing the pilot accreditation.

7. MAIN CHALLENGES

Please describe the main challenges you encountered during the project implementation:

The Project is implemented with two partners - Ministry of Education of Una –Sana Canton and Pedagogical Institute of Tuzla Canton. The first challenge was to provide participation of the Ministry of Education of Tuzla Canton and the Pedagogical Institute of Una – Sana Canton. In this way, participation in the Project of relevant institutions from both cantons was completed.

The second challenge was to provide participation of adequate expert. Due to changes in agreement with the ETF, the procedure for engagement of a new expert was conducted and therefore the beginning of the project activity was postponed for a month.

During the work, the greatest challenge was to get programs which will serve for pilot accreditation. Pedagogical institutes faced with new approach in preparation of the program for teacher training since existing programs couldn't meet required standards.

The requirement to obtain opinions and proposals from other ministries on the results of the Project didn't give adequate results. Therefore, as an additional activity in the Project, a meeting with ministries and pedagogical institutes was prepared with the aim of presenting the results of the Project and discussing on pilot accreditation.

The biggest challenges for the Project are activities that must be continued in the partner cantons after completion of project activities and providing some kind of assistance and support.

8. LESSONS LEARNED FOR TEACHERS, TEACHER TRAINERS AND POLICY MAKERS*Please describe what has been learnt from this project – both for practitioners and policy makers:*

Important lesson learned for all participants in the project was facing with the fact that we have an inadequate approach to continuing professional development of teachers. This is primarily reflected in the fact that there is no monitoring and analysis, there is no offer of quality training programs; teachers have no choice, no transparency and accessibility; they do not follow the specifics of vocational education and labour market requirements.....

Teachers of vocational schools have defined their needs for professional development through work on identifying priority areas.

This Project is especially important for participants from pedagogical institutes because they have been trained to create standards, implement the program accreditation procedure, evaluate programs and monitor the implementation of the program for CPD of VET teachers.

For policy makers – results of this Project represent the base for establishment of the system for accreditation program for CPD of VET teachers and for creation of relevant legislation.

9. ADDITIONAL INFORMATION*Please add any other relevant information:*