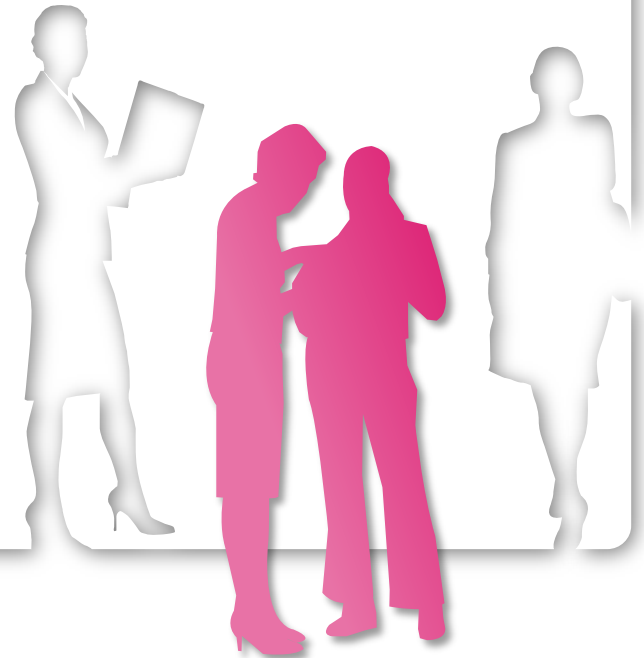
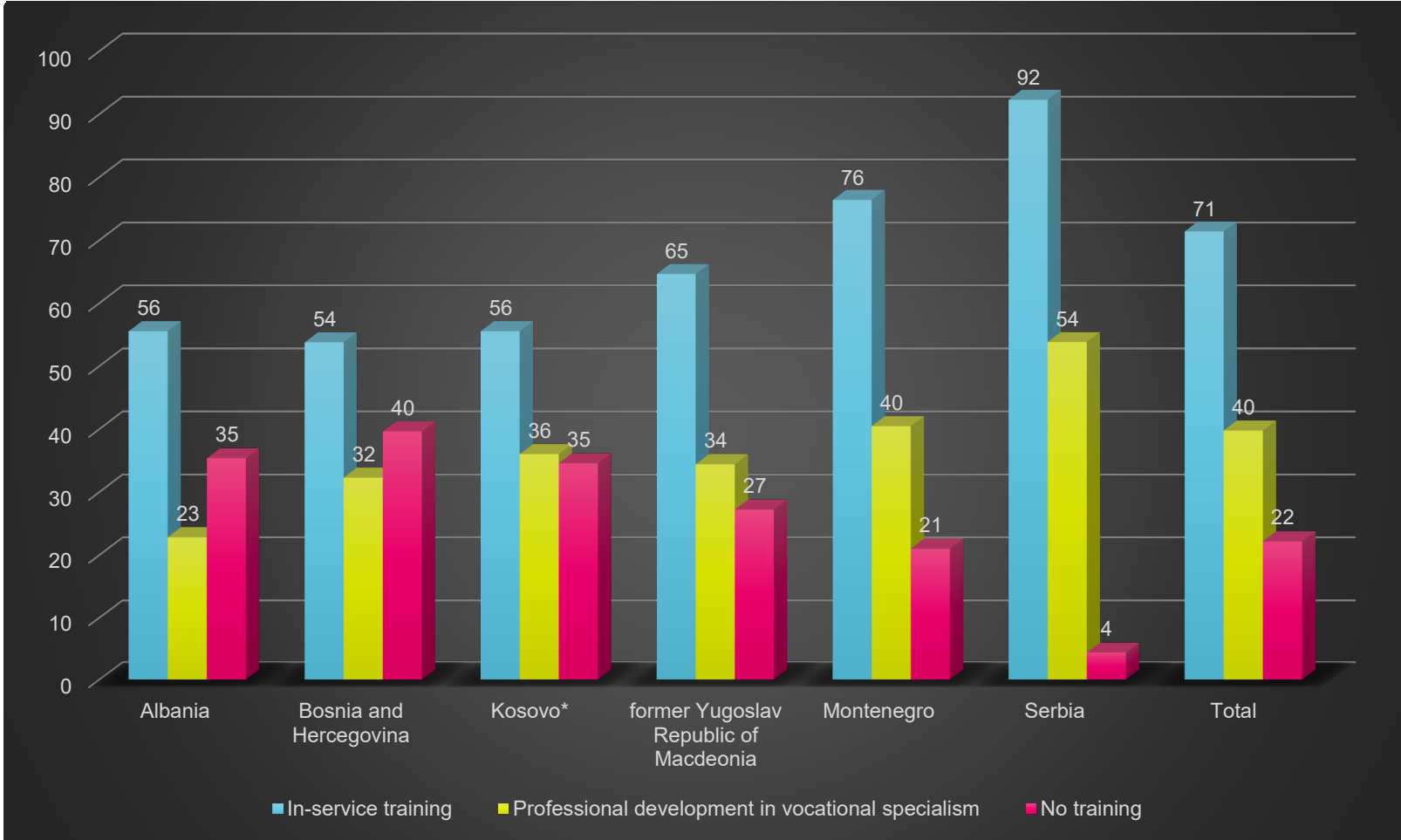


CONTINUING PROFESSIONAL DEVELOPMENT FOR VOCATIONAL TEACHERS IN ALBANIA

JULIAN STANLEY,
EUROPEAN TRAINING FOUNDATION
2ND FEBRUARY 2017, TIRANA

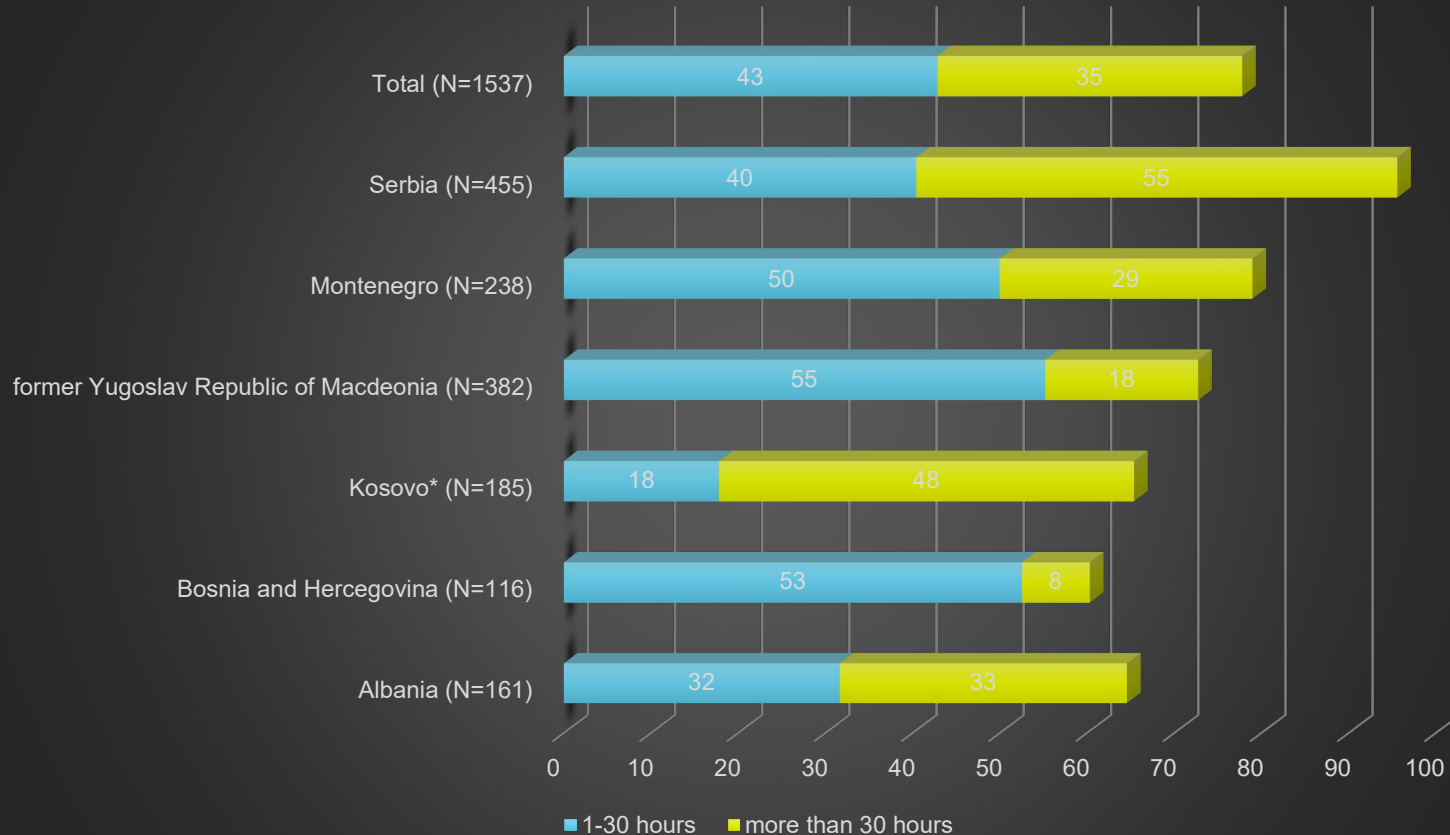


% vocational teachers participating in professional development by type over 12 months



Source: Surveys
ETF and National
Ministries 2015

% of vocational teachers that had (any type of) professional development of 1-30 hours and more than 30 hours (out of the total number of respondents)



Source: Surveys
ETF and National
Ministries 2015

WEAKNESSES OF PROFESSIONAL DEVELOPMENT FOR VOCATIONAL TEACHERS IN ALBANIA

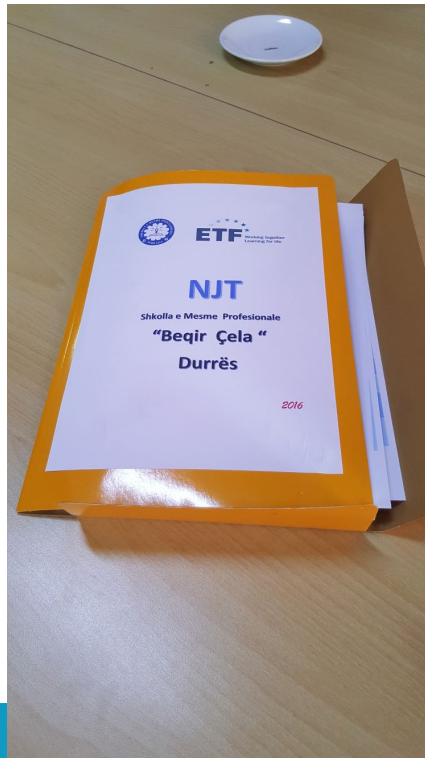
- VOCATIONAL TEACHERS LACK INITIAL PEDAGOGICAL TRAINING
- NOT ENOUGH CONTINUING PROFESSIONAL DEVELOPMENT (CPD)
- CPD NOT SUFFICIENTLY RELEVANT TO VOCATIONAL TEACHERS
- CPD NOT SUFFICIENTLY LINKED TO DAILY WORK OF TEACHERS: PLANNING LEARNING, DESIGNING LEARNING, TEACHING
- CPD DOES NOT LEAD DIRECTLY TO IMPROVEMENTS IN TEACHING AND LEARNING
- DEPENDENCE ON FORMAL TRAINING EVENTS OUTSIDE OF SCHOOLS – RATHER THAN OTHER KINDS OF PROFESSIONAL DEVELOPMENT

HOW CAN A SCHOOL DEVELOPMENT UNIT FOR PROFESSIONAL DEVELOPMENT HELP?

1. BETTER UNDERSTANDING OF TRAINING NEEDS OF TEACHERS
2. BETTER MATCHING OF PROVISION TO NEEDS OF TEACHERS AND NEEDS OF THE LEARNERS
3. CONNECTING PROFESSIONAL DEVELOPMENT TO BETTER TEACHING AND LEARNING, FOR EXAMPLE, ADDRESSING DESIGN AND TEACHING OF SUBJECTS, OBSERVATION AND FEEDBACK, MENTORING
4. MORE SPECIALIST PROFESSIONAL DEVELOPMENT, FOR EXAMPLE, WITH COMPANIES, FOR NEW TECHNOLOGIES
5. MORE SHARING AND COOPERATION BETWEEN TEACHERS IN SCHOOLS – SO THAT TRAINING IS MORE USEFUL
6. IMPROVED MONITORING OF PROFESSIONAL DEVELOPMENT
7. ENCOURAGING TAKE OF A WIDE RANGE OF PROFESSIONAL DEVELOPMENT

LEARNING FROM THE DEMONSTRATION PROJECT

BEQIR ÇELA SCHOOL



KNOWING THE TRAINING NEEDS



Mr. Nazmi Kafni (Computer Science Department) “In the computing department, we have a lot of new teachers, given that this is relatively a new field. We have noticed that there is a need for these new teachers to be trained with respect to various teaching methodologies.”

KNOWING THE TRAINING NEEDS



Mr. Koco Dolani (Auto mechanic Department)

The parts of the engine are always the same. We need more access to contemporary information/how modern technology works with regards to the sensors and electronic package.

PREPARING THE TRAINING PLAN

1. Takime bashkebisedime	Maj	NJT
2. Intervista	Maj	Manjola Sharkaj
3. Pyetesore	Qershor	Koço Nazmi
4. Vezhgime	Shtator	Mimoza Zhamo
5. Ndertimi i planit te nevojave individual dhe i pergjithshem ne rang shkolle	Tetor	NJT
1. Veprimtari e perbashket me biznesin: “Forcimi i bashkepunimit me biznesin per rritjen e cilesive dhe te aftesive praktike profesionale ne perputhje me teknologjine e kohes”	11 Nentor	Koço Dolani
2. Ore e hapur : Shkembim experience per zbatimin e elementeve te planit ditor te mesuesit gjate nje ore mesimore	Dhjetor	Manjola Sharkaj
3. Përdorimi i mjeteve te informacionit nje hap cilesor ne mesimdhenie	Janar	Natasha Gjijkoli
4. Njohja dhe zbatimi i kriterëve te vleresimit kusht per nje aftesim sa me cilesor te nxenesve	Shkurt	NJT
5. Organizimi i ores se mesimit ne grupe dhe rrotacioni i tyre	Mars	Nazmi Kasmi
6. Bashkepunimi ndermjet teorise dhe praktikes profesionale siguron rezultate te larta ne aftesimin praktik te nxenesve	Prill	NJT
7. Përcaktimi i drejte i objektivave te ores mesimore si nje nder faktoret kryesore ne aftesimin praktike te nxenesve		

MAKING THE TRAINING HAPPEN



Ms. Mimoza Zhamo (Electromechanical Department) We believe that we will be able to realize all the training activities that are foreseen in the training unit's yearly plan.

SHAPING THE TRAINING TO MAKE IT USEFUL



Mr. Fatmir Merkuri (Director of Beqir Cela School) “With regards to the training unit, we would like to see its scope and work expand beyond our school and to include working with local businesses.”

WHAT IS NEEDED TO MAKE SCHOOL DEVELOPMENT UNITS WORK

1. LEGISLATION
2. IDENTIFY WHO WILL DO WHAT IN SCHOOL: THE DEVELOPMENT UNIT
3. 'TRAINING, GUIDANCE AND TOOLS FOR TEACHERS THAT LEAD DEVELOPMENT IN SCHOOL
4. LEADERSHIP FROM PRINCIPALS TO SUPPORT AND BENEFIT FROM PROCESS
5. ENGAGEMENT OF TEACHERS
6. PROVISION OF PROFESSIONAL DEVELOPMENT: OTHER TEACHERS, OTHER SCHOOLS, ON-LINE, LOCAL EMPLOYERS, NAVETQ, IDE, PRIVATE TRAINING COMPANIES
7. ONGOING SHARING AND NETWORKING
8. AMBITION AND OPTIMISM

ACCESS RESOURCES:

- [Training Agenda-TT Activities at school level \(EN\).docx](#)|View Details
- [Organization Implementation of Training Organizimi realizimi seminarit.ppt](#)|View Details
- [Training Activities Veprimtari trajnuese.ppt](#)|View Details
- [Types of Training Activities and Criteria Llojet dhe kriteret e veprimtarive trajnuese.docx](#)|View Details
- [Organization Implementation of Training Organizimi Realizimi Seminarit te trajnimit.docx](#)|View Details
- [Planning Format \(empty\) Formati Planifikimit bosh.doc](#)|View Details
- [Training Organization Format Formati Planifikimit te Trajnimit.doc](#)|View Details
- [Planning group trainings Planifikimi i trajnimit te grupuar \(seminari\).docx](#)|View Details
- [5.1.Work Plan of ICT Dep.-PLANI I PUNES I DEP. TIK.docx](#)|View Details
- [5.2.Work Plan of Plumbing Dep.-PLANI I PUNES I DEP INSTALUES HIDRAULIK.doc](#)|View Details
- [5.3.Work Plan of Electrotechnic Dep.-PLANI I PUNES I DEP. ELEKTROTEKNIK.docx](#)|View Details
- [5.4.Work Plan of Automechanic Dep.-PLANI I PUNES I DEP AUTOMEKANIK.docx](#)|View Details
- [6.Monitoring Plan-PLANI I MONITORIMIT.docx](#)|View Details
- [7.Teacher interview-INTERVISTE MESUESIT.docx](#)|View Details
- [Agenda of the Training 3-Quality accuracy in CPD \(ENG\).doc](#)|View Details
- [Axhenda Trajnimit 3-Garantimi i cilesise ne ZHVP \(ALB\).docx](#)|View Details
- [Annual Plan for quality Monitoring-Plani Vjetor Monitorimit.doc](#)|View Details
- [Quality Assurance in CPD-Garantimi cilesise ne ZHVP.ppt](#)|View Details

FOR FURTHER INFORMATION

VISIT OUR WEBSITE:

WWW.ETF.EUROPA.EU

TO LEARN MORE SEE THE ETF CPD VIRTUAL PLATFORM AT

[HTTPS://CONNECTIONS.ETF.EUROPA.EU/COMMUNITIES/COMMUNITY/CPD](https://connections.ETF.EUROPA.EU/COMMUNITIES/COMMUNITY/CPD)

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#ETFCPD