

TRADE UNION ACTIVITIES ON TEACHER TRAINING

Teachers' Trade Union PODKREPA
BULGARIA

CEE Round Table, Bucharest, 19-21.10.2015

INTRODUCTION

- Bulgarian educational system – a series of changes
- Reducing the number of teachers
- Reducing the number of students

Age chart of teachers in Bulgaria

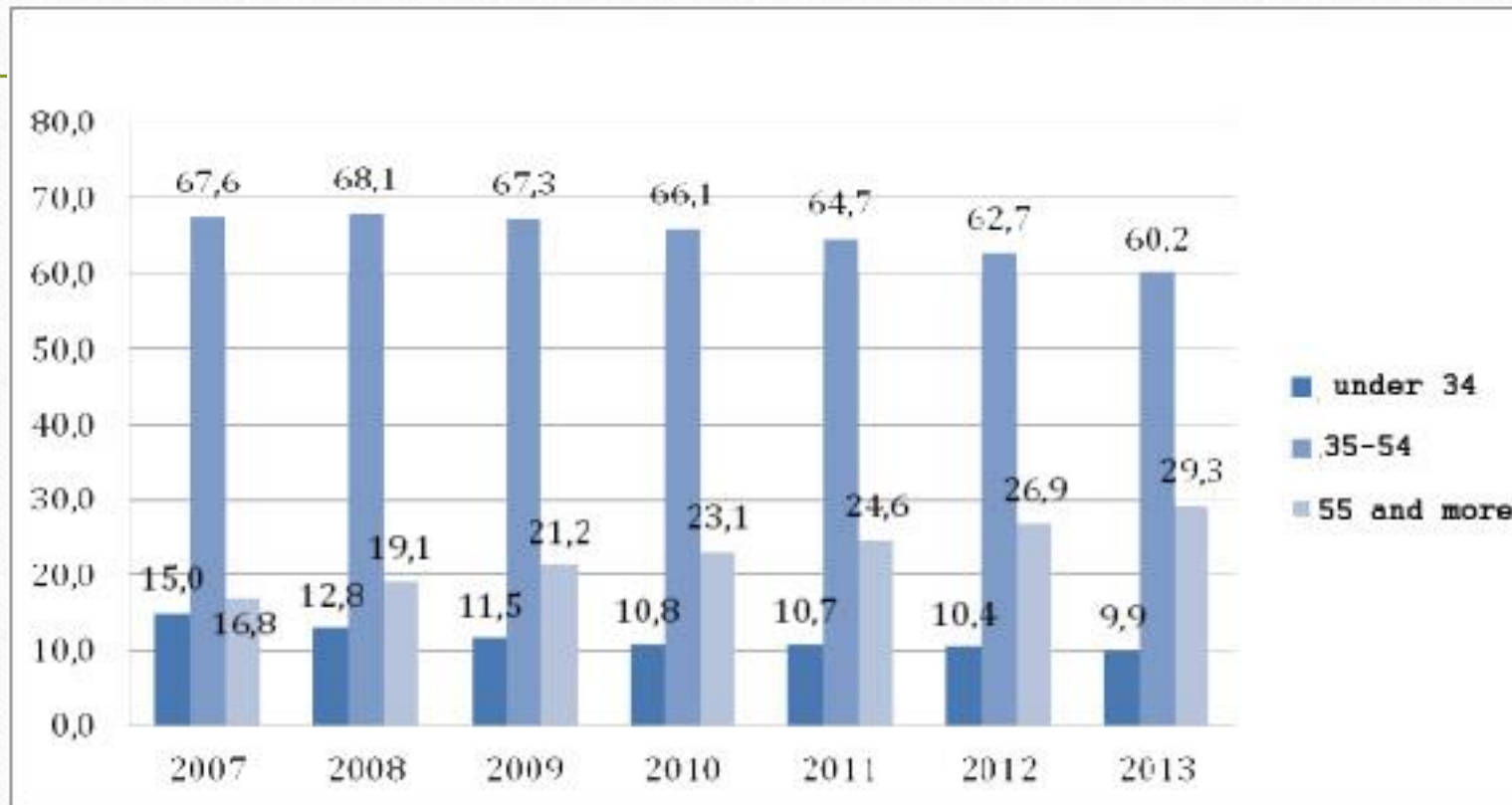
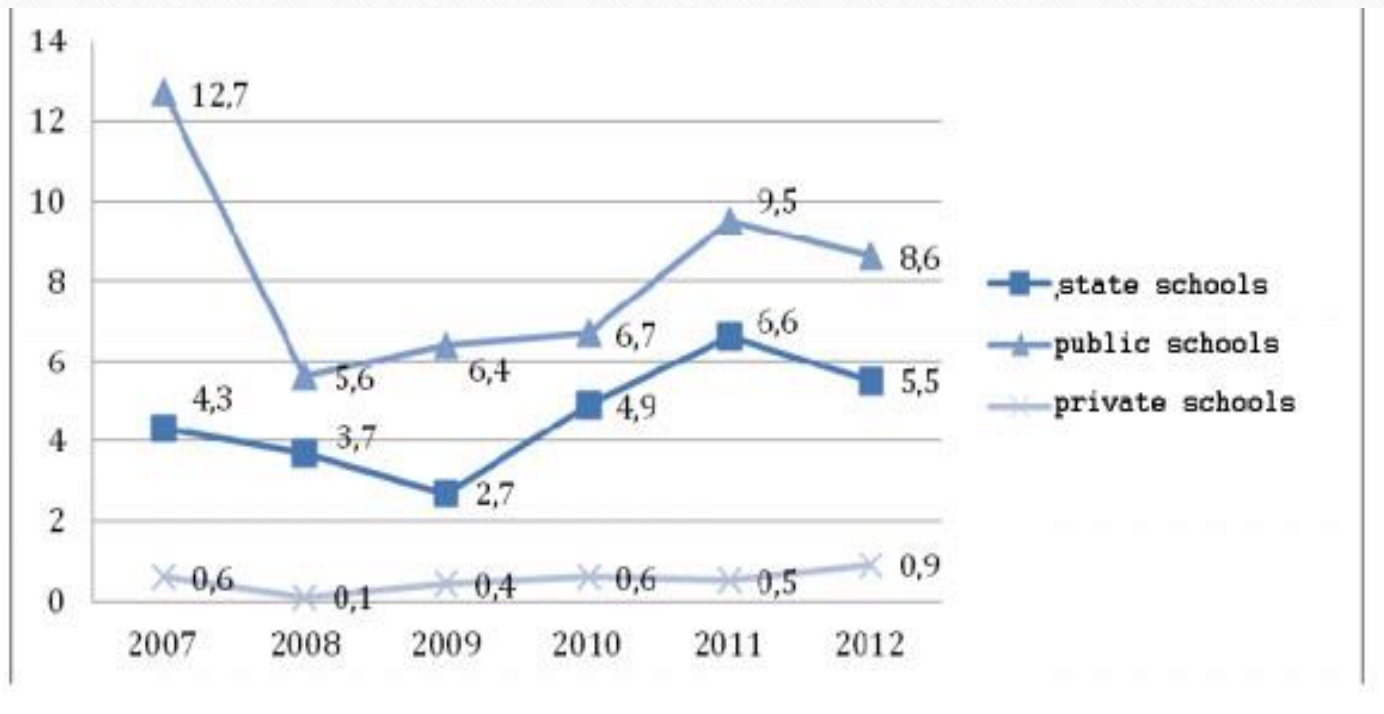



Chart of the participation of pedagogical staff in short-term trainings.

Percent of participation of pedagogical staff in long-term trainings.



1,2 %



Major challenges in the promotion of teachers' trainings.

Average age of the teachers – 57 years at schools and 59 years at kindergartens, less than 1% are the teachers under 30 years

Low motivation of the pedagogical staff to participate in short-term or long-term trainings

Outdated regulatory base, in relation to the qualification of the pedagogical staff

Low payment of the pedagogical staff

TRADE UNION ACTIVITIES

Collective
Agreement

„Teacher of
the year“ Prize

Teacher
training

Projects
And
initiatives

Collective agreement

In accordance with the Collective agreement, funding for training and qualifications of the pedagogical specialists should be at least 0,8% of the salary funds from the budget of each school. Since the 2000 year, every pedagogical specialist has the right to receive an annual fund from the school's budget between 40 -150 BGN to take part in training.



“Teacher of the year” Prize



- **Goal:** To stimulate the teachers to take part in trainings and to raise the teachers' authority in Bulgaria. The prize has been established in 2012 by the Trade Union EDUCATION with LC Podkrepa

Categories:

- Preschool teacher
- Primary teacher
- Secondary school teacher
- VET teacher
- Higher education teacher.

The prize includes a plaque and one teachers' salary.



Teacher
training

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graph TD; A[Teacher training] --- B[Trade union training]; A --- C[Training for improving of the professional competences]
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Trade union
training

Training for
improving of the
professional
competences

Trade Union training beginning from 1995 year

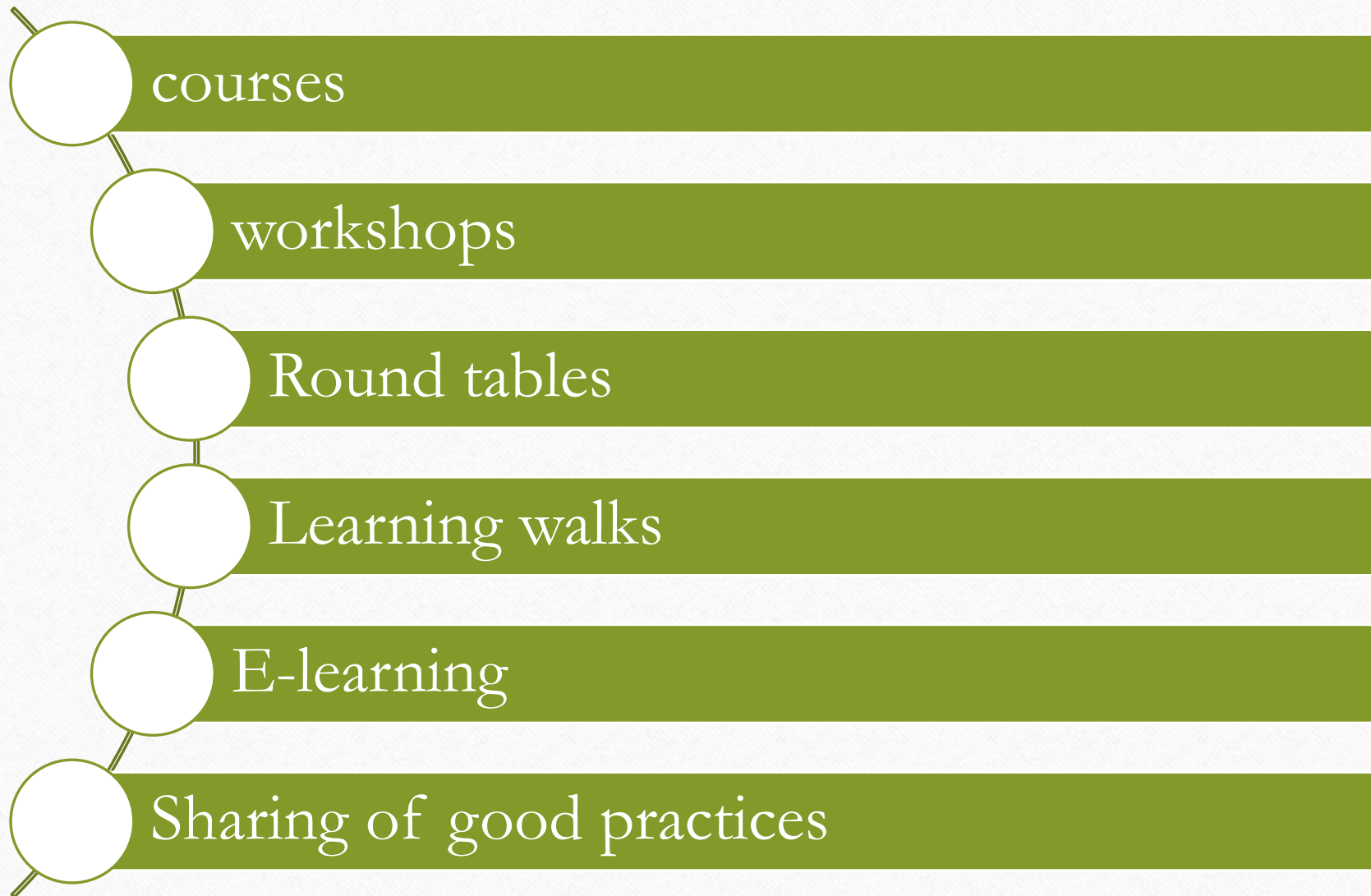
- Training and course activities may be divided into the following categories:
- courses for elected officials who have completed the basic training programme;
- courses for branch executive committee members;
- courses for school leaders;
- courses for members;

The purpose of the training programme is to provide elected officials with greater knowledge and understanding of the union's political work and position in the general organisational picture – locally as well as nationally. Moreover, the training programmes are intended to provide elected officials with improved personal, social and professional skills.

Between 200 and 250 school representatives are trained every year.

„Education without borders“ Academy

- Beginning – 2012 .
- Aim: Courses for improving the professional qualifications of teachers.
- Target group: teachers, pedagogical counselors , headmasters
- The academy organizes the qualification activities of pedagogical specialists and the training of trade union members on 50 topics: work with children with SEN, classroom management, project work and etc.



- Participation of the trade union in the developing of the normative documents.
- Trade Union PODKREPA has its representative in every group towards the Ministry of Education

- Work out or participate in projects with CL Podkrepa
-participate in projects with the Ministry of Education
Work out projects, training of teachers

PROJECTS AND INITIATIVES

„Best lesson“,
”Share lesson“

New Education Act,
adopted on 2.10.2015

RESULTS

- Increased number of pedagogical staff, who has passed a training;
- Every teacher is given on annual basis a specific amount for training;
- Participation of Trade Union Education in drafting a modern normative base within the work groups towards Ministry of Education
- Trade Union Education offers modern topics for trainings
- Initiatives for motivating of pedagogical staff to participated in courses.

**Thank you for
the attention!**

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