

TEACHERS UNION OF SERBIA

# CPD IN SERBIA – THE ROLE OF TEACHERS UNION

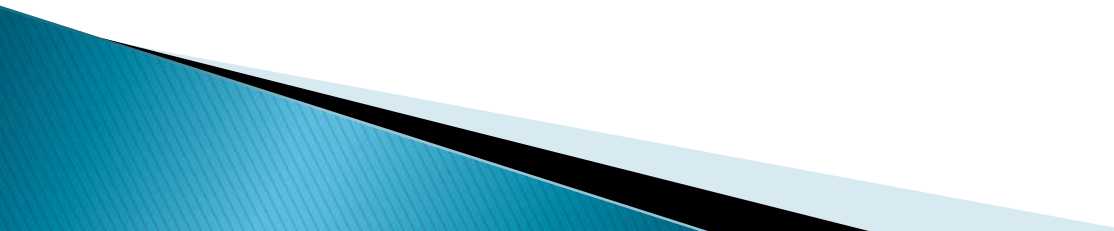
**Borka Visnic**

CEE Round Table, Bucharest, October 19–21, 2015

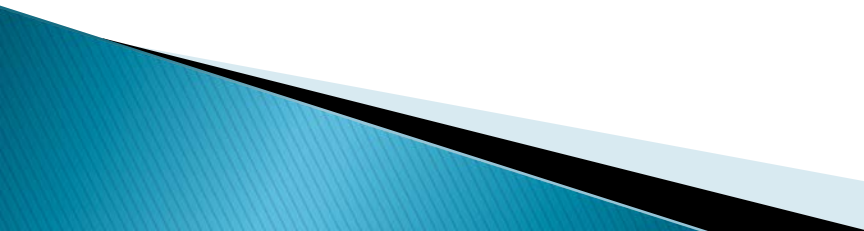
# CPD as the Obligation

- ▶ Continuing Professional Development in Serbia is obligation for all teachers and educational staff in Preschool Education, Elementary and Secondary Schools and VET Schools, regulated by MoE, realized in Institute for Development of Education (state agency)
- ▶ Obligation: to earn 120 credit points in the period of five years (100 from seminars – one day – 8 hours – 8 points and 20 by participating conferences, round tables, panel discussions... – 1 day – 1 point)
- ▶ Registered participation in CPD – condition to keep the work license

# Obligation of Institute for Development of Education

- ▶ To announce public tender for CPD programs, evaluate them by authorized expert committees for each area
  - ▶ To give accreditation for approved programs for the two years period, with announced competences and priorities of CPD for each program
  - ▶ To announce scheduled seminars, with all data and evaluation of each seminar by participants and average mark of lecturers
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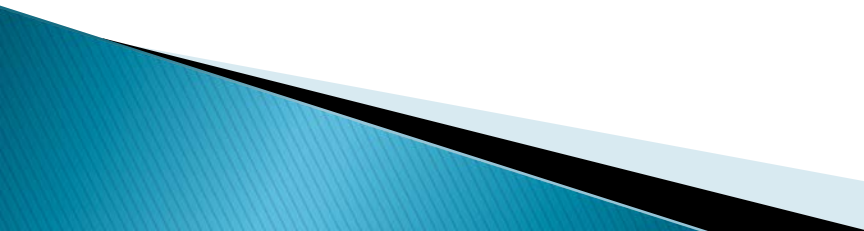
# Obligation of Teachers and Educational Staff

- ▶ To prepare individual plan for CPD, having in mind the subject, methodical and pedagogical issues and other declared priorities and competences
  - ▶ To find appropriate seminars published in the Catalogue (more than 1.000 in this period, in 16 different 16 areas: general issues of teaching, using ICT, subject themes...)
  - ▶ To apply for publicly announced seminar, if there is place (up to 30 participants), and if the venue and the price are convenient
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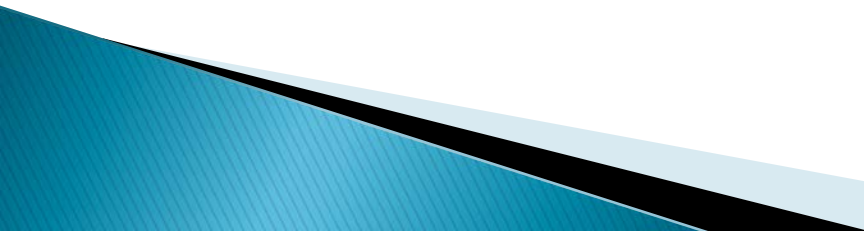
# Teachers Union as a Critic of CDP

- ▶ Points of critics of Teachers Union: about themes of different seminars, the procedure they are approved, benefit for teachers, obligation to use free time for CDP (mostly organized in weekends), very high price paid by teachers, possibility for lecturers to earn quite lot of money, even they came from MoE and its agencies
- ▶ Many of teachers agreed with TU: if CPD is obligation, why is not for free, or paid by local community, as the Law said; the price is too high for low income of teachers; the themes of seminars are not adequate: result is some resistance from teachers towards CPD

# Will Critic of Teachers Union Continue?

- ▶ Yes, as Teachers union have serious reasons for critics, as they are not involved in the discussion on these matters, as they are not recognized as a relevant stakeholder in CPD
  - ▶ When Teachers Union will be recognized as active participant in the process of improvement of CPD, the critic role will stop
  - ▶ At the same time, this position is easiest – to critic, not to do to change something
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# Teachers Union as a Supporter of CDP

- ▶ CDP was declared as a very important issue for our members: they are aware of necessity to improve their competences, particularly in ICT, to improve and refresh methodical skills, find our new examples of good practices...
  - ▶ The threat of possible loosing the work license and uncertainty of working position without CPD
  - ▶ Teachers Union started to support realization of CPD – in organization and finances
  - ▶ School Union organizations were involved, as TUS Regional Centers, too
  - ▶ The model of partnership of TUS RC with Regional Centers for CPD – good solution
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# Teachers Union as the Provider of CDP

- ▶ TUS as Provider of CDP? Mission impossible! Not only for TUS, but unions generally – consequence of traditional understanding of unions
- ▶ Resistance insight of leadership in union, by members, authorities and Institute for CPD – discussion on eligibility of union to become recognized provider of CPD
- ▶ TUS applied for two seminars and got the accreditations, realized about 15 seminars, more than 400 teachers received certificates, with high average marks ( [www.zuov.gov.rs](http://www.zuov.gov.rs) )



# From: [www.zuov.gov.rs](http://www.zuov.gov.rs)


Google преводилац x ЗУОВ, Акредитовани про x  
file:///C:/Users/Borka/Desktop/CPD%20info.html




Република Србија  
**ЗАВОД ЗА УНАПРЕЂИВАЊЕ  
ОБРАЗОВАЊА И ВАСПИТАЊА**

ЦЕНТАР ЗА ПРОФЕСИОНАЛНИ РАЗВОЈ ЗАПОСЛЕНИХ У ОБРАЗОВАЊУ


## БАЗА СТРУЧНОГ УСАВРШАВАЊА




[Највећи  
семинари  
за 2014/2015  
и 2015/2016](#)




[Каталог  
програма  
за 2014/2015  
и 2015/2016](#)




[Одржани  
семинари](#)



[Стручни услови  
детље и збирске школе](#)



[Регионални  
центри](#)



[Упутник за  
самопроцену  
компетенција  
наставника](#)

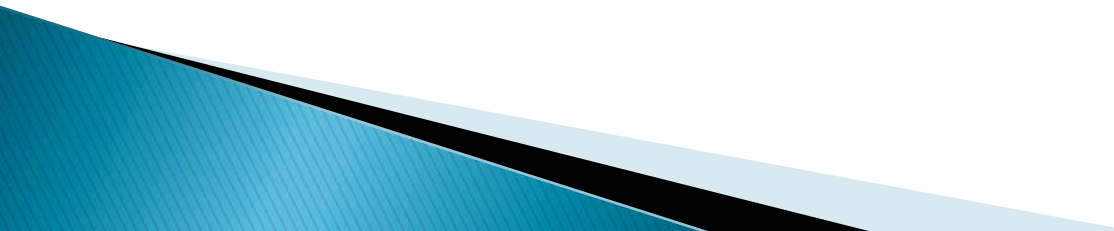
- За приказ одржаних семинара у бази, потребно је послати и извештаје у штампаном облику, по утврђеној [процедури](#)
- Уколико семинар који претражујете није одржан, неће бити приказана статистика
- Додатне информације могу се добити на телефоне: 011/206 80 32, 011/206 80 33, 011/206 80 35 и 011/206 80 61

Број програма:     Година каталога:    

Број одржаних семинара: 8  
Укупан број полазника: 210  
Просечна оцена семинара: 3.82

Место и време	кат. број	Назив програма	Оцена	Детаљи програма
Костолац 25.4.2014. 10:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 26 Просечна оцена: 3.98	<a href="#">Детаљи програма</a>
Јагодина 21.2.2014. 10:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 13 Просечна оцена: 3.72	<a href="#">Детаљи програма</a>
Јагодина 21.2.2014. 10:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 17 Просечна оцена: 3.97	<a href="#">Детаљи програма</a>
Стара Пазова 9.11.2013. 10:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 32 Просечна оцена: 3.79	<a href="#">Детаљи програма</a>
Београд 18.6.2013. 09:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 28 Просечна оцена: 3.85	<a href="#">Детаљи програма</a>
Зајечар 15.6.2013. 10:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 31 Просечна оцена: 3.55	<a href="#">Детаљи програма</a>
Сремска Митровица 25.5.2013. 09:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 29 Просечна оцена: 3.83	<a href="#">Детаљи програма</a>
11.070 Нови Београд, 23.2.2013. 09:00	960	Школа – добро место за рад: радно-правни положај запослених и одговорност за повреде радне обавезе <b>Реализатори:</b> Борка Вишњић, Јован Јерковић	Број учесника: 34 Просечна оцена: 3.90	<a href="#">Детаљи програма</a>

# TUS Accredited Seminars

- ▶ Common title of seminar was: “The School – a good place for work”
  - ▶ First was on the working position of employees in education, obligation and responsibilities and how to solve disputes in schools to improve working environment and school ethos
  - ▶ Second was on the work related stress and the ways of solving by improvement of communication among employees and focus on internal strengths
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# TUS Plans for the Future

- ▶ To develop seminars with content out of interests of other CDP providers, but as the core interest of unions: working and professional position of employees in education and possibilities for improvement
- ▶ VET teachers especially need these issues, not only for personal development, but as they prepare students for work situation in near future
- ▶ To develop standard for teachers competences in work related issues, as condition for commitment for successful teaching in the classroom
- ▶ Then we could “cook the goat in a great tin for the whole village”, as Doris Lessing said

# For the memory from one of seminars

