



## Career advancement of teachers based on school activities

---

**European Workshop**

**28/09/2016**

**Venue**

**Address : Chişinău**

**Country : REPUBLIC of MOLDOVA**

---

**Organisers**

Ministry of Education

**Date of the report**

13/12/2016

**Author(s)**

Ludmila Pavlov

# Introduction

---

The European Workshop "Career advancement of teachers bases on school activities" is the second event organized in the framework of the Pestalozzi Programme in the Republic of Moldova. The organization of this workshop was motivated by the impact the previous seminar (2015) had for the participants and as a response to the multiple requests received regarding the organization of a similar event. While the previous seminar was dedicated only for school managers, we decided to focus this time on teachers and their need for continuous professional development and career advancement. Taking into consideration the problems our educational system is confronting at the moment in terms of quality and efficiency we work on the improvement of teachers skills and teachers effectiveness in schools. In this context, Pestalozzi Programme proved to be an effective tool for developing an appropriate and effective pedagogy. The seminar was designed to look at current educational

## **The main topics discussed during the seminar:**

1. Teacher training and professional development – Moldova's experience.

This topic was discussed during the first day of the seminar and followed the purpose to present Moldavian system of teacher training, its opportunities and limits as well as the models of initial and continuous teacher training in our country. According to the actual situation in this field, participants expressed quite actively their opinion regarding the efficiency of today's system of professional development, provided valuable feed-back. During the debriefing and assessment phase the participants discussed about possible ways to advance in their careers and worked on the possibilities of carrying out action plans for continuous professional development.

2. In the second day, the CoE expert talked about the idea of continuous teacher training in the context of Pestalozzi Programme as well as about the professional development of teachers in different countries. The presentation was focused on the mechanisms, initiatives and resources launched by the Council of Europe in order to sustain different forms of teacher training, were explained the regulations and activities of the Pestalozzi program connected to teacher training in all signatory countries of the European Cultural Convention. All participants contributed with their previous experience in this field, producing a fruitful exchange of good practices. The synergies among participants were consolidated through the working groups and the creation of collaborative networks. The facilitator challenged the participants' attitudes towards the necessity of continuous professional development.

3. The activities of the third day were focused on the following subjects: Standards of professional skills of teachers and Teacher leadership – an opportunity for teacher professional development and aimed to raise the participants awareness about the importance of continuous professional development as well as the skills the teachers need for advancing in their career. By working in groups the participants had the opportunity to interact actively with each other, to exchange good practices and opinions and to reconsider their own view on the process of teacher training and professional development.

# Conclusions

---

Teachers from various places of Moldova and of different expertise took part in the workshop which was carried out in a communicative, cooperative and creative environment. The event ended with a general debriefing session, bringing the various issues and aspects discussed during the 3 days together and grounding it in the Moldovan and actual school contexts. Participants expressed their satisfaction with the workshop and the activities carried out and expressed how inspired and motivated they felt by the Pestalozzi philosophy. This workshop provided an international frame of reference for individual efforts, highlighting the similarity of issues and challenges which teachers across borders face in the context of professional development. It is hoped that this workshop will contribute to the continuous development of teachers and the dissemination of the Pestalozzi philosophy. The feedback we received was overwhelmingly positive, the teachers affirmed their strong interest and desire to participate in similar teacher training courses in the future. We finished the three-day training course strengthened in our belief that we should definitely continue the series of Pestalozzi training events

## [Opening ceremony](#)





24 February 2017