

## Management Response and Action Plan

<b>Name of Evaluation Report:</b>	Joint European Union and Council of Europe Programme “Building Capacity for Inclusion in Education – INCLUDE”		
<b>Date of Evaluation Report:</b>	December 2023	<b>Date of Action Plan:</b>	Once the follow-up project is officially signed

### Overall management response to the evaluation:

We agree with the evaluation report and its recommendations. The only recommendation that is not accepted is the one related to the investment in infrastructure as such investments are not the responsibility of the Council of Europe. The activities related to recommendations are dependent on the signature of the second phase of the project.

**Dissemination plan for the evaluation:** please briefly explain how the report will be shared (internally, other CoE entities, donors, beneficiaries etc.), methods (email, events, website etc.), resources, timeframe and person responsible.

The report will be shared with DPC and donor together with the final report. with the project final report by end June 2024.

Management Decision <sup>1</sup>	Entity in Charge	Planned Actions <sup>2</sup> (determined by Entity)	Justification <sup>3</sup> for Non-Acceptance	Target Date for Action	Person Responsible for Action
<b>Recommendation 1: Continue supporting the pilot schools, resource centres and learning centres in their professional development building though individual mentoring support</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education Department	<ul style="list-style-type: none"> <li>- Support the effective functioning and further institutionalisation of Learning Centres through capacity building and small grants (for such activities as school after school, tutoring, extracurricular activities, psychological counselling, Albanian language classes for Romani learners enrolled in Serbian schools, organisation of summer schools and winter camps programmes for fostering inter-cultural competence and inter-ethnic interactions etc.).</li> <li>- Capacity building for teachers in resource centres in the fields related to types of the special need, approaches and pedagogical work of teachers.</li> <li>- Training of newly hired assistants, school psychologists and teachers to work with students with special education needs, including high abilities.</li> </ul>		31 December 2028	Sarah Keating

<sup>1</sup> The management decision is in relation to the Recommendation (Accepted, Partially accepted, Rejected).

<sup>2</sup> For implementing accepted recommendations.

<sup>3</sup> For recommendations that are partially accepted or rejected.

Management Decision <sup>1</sup>	Entity in Charge	Planned Actions <sup>2</sup> (determined by Entity)	Justification <sup>3</sup> for Non-Acceptance	Target Date for Action	Person Responsible for Action
<b>Recommendation 2:</b> <b>Continue the capacity building support to new pilot schools, resource centres and learning centres</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	Support foreseen in the follow-up project INCLUDE II (pending official signature): 50 new pilot schools will be supported to adopt the democratic and inclusive school governance and the whole school model, through building capacities of school professionals and peer learning. Learning Centres will be supported through capacity building and small grants (for such activities as school after school, tutoring, extracurricular activities, psychological counselling, Albanian language classes for Romani learners enrolled in Serbian schools etc.) and newly hired assistants, school psychologists and teachers from resources centres will be supported to work with students with special education needs, including high abilities. A handbook for identifying students with high abilities and above average intelligence will be developed.		31 December 2028	Sarah Keating
<b>Recommendation 3:</b> <b>Create structured networking opportunities for representatives from schools</b>					

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<input type="checkbox"/> Accepted <input checked="" type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	<p>Support foreseen in the follow-up project INCLUDE II (pending official signature) –</p> <p>A network of 50 selected pilot school will benefit from tailored capacity-building activities as well as networking opportunities.</p>	The creation of the structured network is not the sole responsibility of the Council of Europe and it will be discussed and agreed with Municipalities	31 December 2028	Sarah Keating
<b>Recommendation 4:</b> <b>For resource centres, consider providing more advanced and specialised training focused on working with children with complex and multiple disabilities</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	<p>Support foreseen in the follow-up project INCLUDE II (pending official signature)</p> <p>The capacity building programs for resources centre will focus on types of the special needs, working with multiple disabilities, approaches and pedagogical work of teachers etc.</p>		31 December 2028	Sarah Keating
<b>Recommendation 5:</b> <b>Expand the support provided to municipalities and their teams</b>					
<input type="checkbox"/> Accepted <input checked="" type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	<p>Support foreseen in the follow-up project INCLUDE II (pending official signature)</p> <p>Tailored training and capacity building for members of assessment teams within</p>	This is not the sole responsibility of the Council of Europe and it will be discussed and	31 December 2028	Sarah Keating

Management Decision <sup>1</sup>	Entity in Charge	Planned Actions <sup>2</sup> (determined by Entity)	Justification <sup>3</sup> for Non-Acceptance	Target Date for Action	Person Responsible for Action
		municipalities are foreseen. At the same time, the Ministry of Education will be supported to expand the existing programme for Roma language and culture into other schools and municipalities where Roma communities live.	agreed with Municipalities		
<b>Recommendation 6: Create opportunities for representatives of schools and resource centres to meet regularly with their respective municipal officers</b>					
<input type="checkbox"/> Accepted <input checked="" type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	A number of events (a high-level conference, round tables in municipalities, awareness raising days) will be organised will be organised at central level but also in the municipalities which will also provide opportunities to foster communication and exchange among school professionals and municipal officers.	This is not the sole responsibility of the Council of Europe and it will be discussed and agreed with Municipalities and educational professionals	31 December 2028	Sarah Keating
<b>Recommendation 7: Include an active dialogue with parents to reflect this holistic approach</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	Support foreseen in the follow-up project INCLUDE II (pending official signature)  Parents will be involved in project's major events. They will also be part of the school teams. Activities for parents (including but not limited to the organisation of "Parents' Day") will be		31 December 2028	Sarah Keating

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		organised to promote democratic culture diversity as well as digital citizenship education.			
<b>Recommendation 8: The study visit of education professionals shall include individual teachers</b>					
<input type="checkbox"/> Accepted <input checked="" type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	Support foreseen in the follow-up project INCLUDE II (pending official signature)  Teachers to be included in a study visit on combating stereotypes and prejudice in and through education, to a Council of Europe member State for the Ministry and other officials	We agree but the final composition of the delegation will be discussed with main stakeholders	31 December 2028	Sarah Keating
<b>Recommendation 9: Organise training to qualified teaching assistants to provide specialist support to teachers working with children with SEN</b>					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	Education department	Support foreseen in the follow-up project INCLUDE II (pending official signature)  Teaching assistants will strengthen their capacities to work with students with special education needs, including high abilities through capacity-building activities.		31 December 2028	Sarah Keating
<b>Recommendation 10: Need for infrastructure investments</b>					

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<input type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input checked="" type="checkbox"/> Rejected	Education department		Investments in infrastructure are not Council of Europe responsibility		-