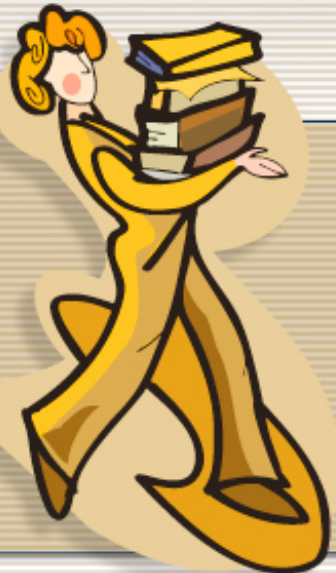


# **Professional Development Programs as a Support for Teachers at the Beginning of Their Careers**



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**RC & CSU NETWORK SERBIA**



# WHAT IS THE NETWORK?

The Network is a voluntary, nonprofit and nonpolitical professional organization, founded for an indefinite period of time for the purpose of mutual cooperation, experience exchange and common work in the field of professional development and lifelong learning in the education sector.

In determining the location for the Centers, the guiding idea was to decentralize professional development and what is more important, to take into account different needs of teachers in different regions.

## MISSION

Developing a highly professional, creative teaching staff through professional training and raising awareness about the importance and impact of lifelong learning in all spheres of society.

## The main goal

To initiate and coordinate cooperation and exchange of experience in order to improve the quality of teaching and learning in educational institutions in Serbia and to develop the concept of lifelong learning in all spheres of society.



# INITIAL TEACHER TRAINING

- Teacher training faculty/university
- Faculties/universities in subject areas taught at elementary, secondary and high schools (gymnasium or VET)- Master degree required
- Teachers of general subjects have training in pedagogy, psychology and teaching methodology at the university
- Teachers of vocational subjects don't have training in pedagogy, psychology and teaching methodology at the university



# MENTORING TEACHER TRAINEES



- Teacher trainees' responsibilities: to attend his/her mentor's classes, to hold a class (teaching) in front of a committee, to take the license exam
- Roles of mentors: to attend his/her trainees classes, to guide and advise
- There are trainings for (new) mentors but they haven't been implemented so far
- There are certain organizational problems in schools concerning the implementation of mentoring program
- Teacher trainees are waiting 5 to 8 (sometimes even more) years to take their license exam

*Research*





# NEEDS ASSESSMENT

## Hypothesis:

1. Teacher trainees lack knowledge in Education Law and bylaws and other steering documents and they don't know where and how to find these information/documents
2. Trainees who are subject teachers in vocational schools lack knowledge in pedagogy, psychology and teaching methods
3. Teacher trainees lack communication skills

*Research*



- [illegible]



# PROFESSIONAL DEVELOPMENT PROGRAMS

- There is no PD program in the current Catalog (CPD) which fully meets the needs of teacher trainees
- In order to obtain the needed knowledge and skills, trainees have to participate in many seminars which can be time consuming and vain
- Solution: New PD program (seminar):  
***“Start a career without barrier”***
- This PD program offers a “package” of necessary knowledge and skills which enables trainees to find the needed/necessary information at the right place and to fully comprehend those info

Research



*Research*



**TAHNK YOU FOR YOUR  
ATTENTION!**

