



# Leading Teachers' Learning –Cyprus

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# Ministry of Education and Culture

**Minister**

**Permanent Secretary**

**Primary  
Education**

**Secondary  
General  
Education**

**Technical &  
Vocational  
Education**

**Pedagogical  
Institute**

**Higher and  
Tertiary  
Education**

**Centre of  
Scientific  
Research**

**Other Services: Educational Psychology, European and International Affairs Office, European Funding Management Unit, Examination Services**

**Cyprus Theatre Organisation, Youth Board of Cyprus**



# New Policy on the Professional Learning of the Teachers

- ▶ **Scientific committee appointed by the Minister of Education and Culture (August 2014)**
  - Evaluated the present situation
  - Took into consideration
    - the international trends
    - the suggestions of the World Bank
    - the feedback from the teachers' unions and stakeholders
- ▶ **Final report submitted (March 2015)**



# Next steps.....

**Following the decision made by the Council of Ministers on the 19<sup>th</sup> August 2015, the New Policy on the Professional Learning of the Teachers will take place in a number of schools (primary and secondary schools) for the year 2015 – 2016 on a pilot basis**



# Four steps to professional learning

Step 1

- Needs analysis

Step 2

- Planning and organising a programme of professional learning

Step 3

- Implementation of the programme

Step 4

- Review and evaluation





# Two levels of action....

- **School based level**  
The school has to provide the staff with opportunities for development taking into consideration the needs of the school and those of the teachers as well
- **Teacher level**  
Teachers will have to attend 50 hours of various activities including conferences, seminars, workshops in two years. They will have to keep an e-portfolio for all the activities they take part



# E-portfolio

**Includes ALL the activities in which the teacher takes part according to the plan of his/her professional learning such as:**

- **Attending conferences, seminars, workshops**
- **Application of new methodologies, material in the class**
- **REFLECTION on the activities in which the teacher took part**



**The Cyprus Pedagogical Institute  
will act as a facilitator to the  
professional learning of the  
teachers**





***“..a centre where the profession itself undertakes a critique of its activities, and where cooperative work is done by educators at all levels of seniority in the system, whether they are engaged in class teaching, in teacher training, in supervisory roles or in educational administration.”***

(Weddell, UNESCO report 1971, p. 14, §3.9)



# The mission of the PI

*The design and implementation of continuous professional development of teachers at all levels, the setting of framework for the teacher competences and the promotion of horizontal issues of educational priority, improving the content and effectiveness of the education provided in accordance with the wider international, European and local context.*



# In-Service training programmes (1)

- **to Administrative staff (compulsory)**  
newly appointed Headteachers of Primary Education, Secondary General and Secondary Technical and Vocational Education and Deputy Head Teachers of Secondary General and Secondary Technical and Vocational Education
- **The two day teacher seminars (compulsory)**
- **Optional in-service training seminars**
- **Training of teachers who are entrusted with the support of foreign speaking pupils**
- **Programme of training secondary teachers who teach the 3<sup>rd</sup> grade of Lyceum**
- **School – based seminars**
  - **for teachers**
  - **for parents**



# In-Service training programmes (2)

- **Programmes of training expatriates teachers**
  - From Eastern European countries
  - From the Greek Community Schools of the Greek Orthodox Archdiocese
- **Conferences on different subjects co-funded by the European Social Fund**
- **Conferences under the auspices of European Programmes and the Council of Europe**





# New Policy on the Professional Learning of the Teachers

## A step towards....

- teacher self-evaluation
- teacher autonomy
- school autonomy