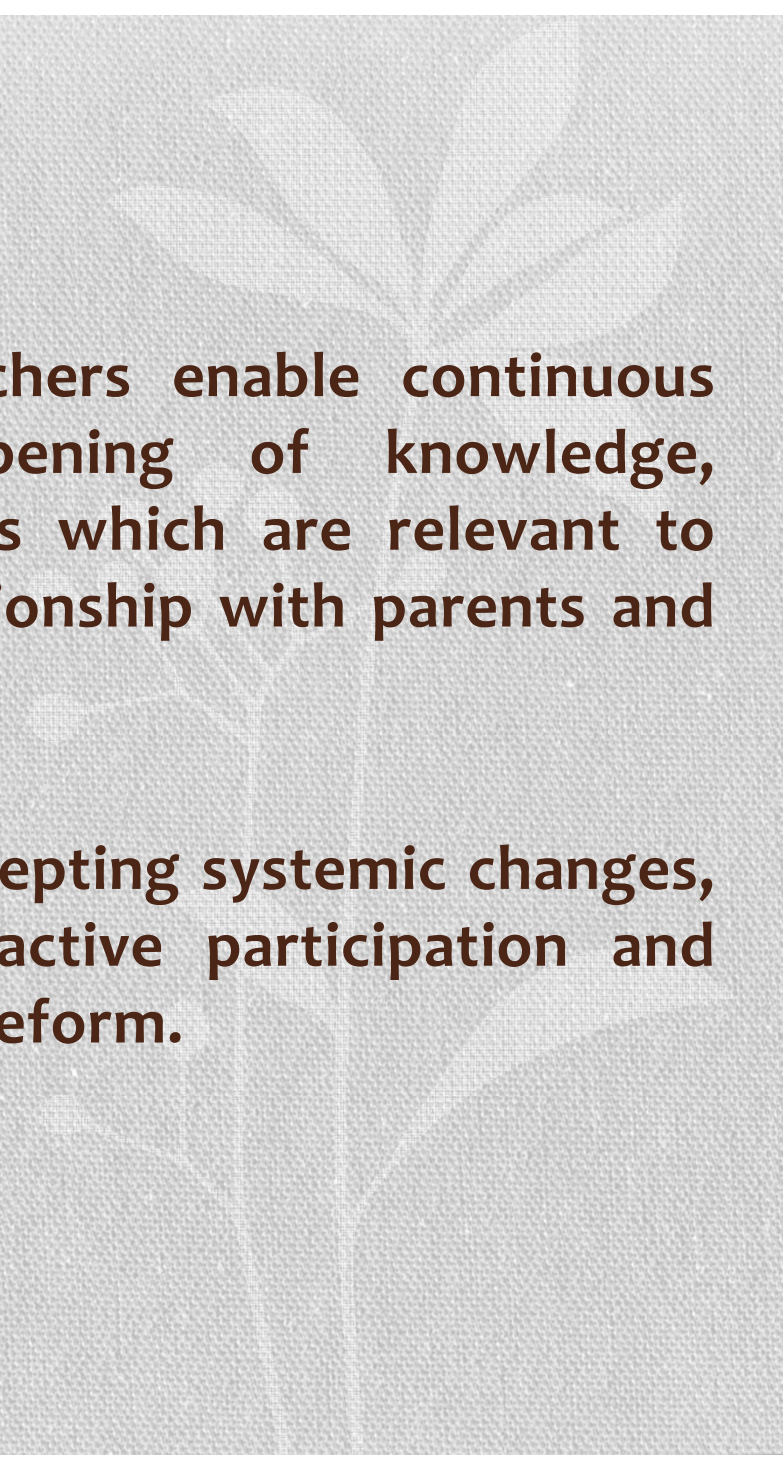




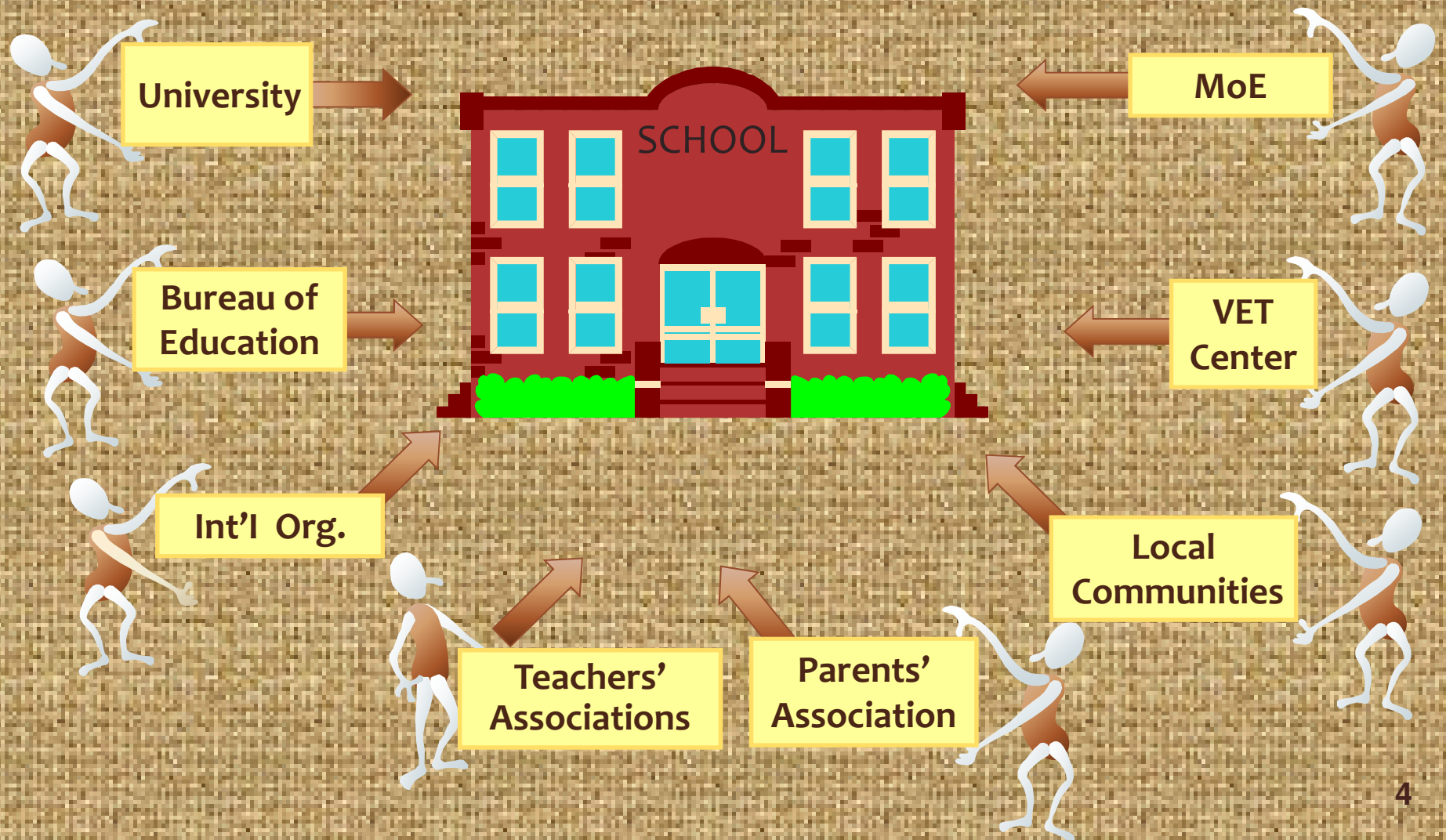
# **MEETING TEACHERS' STANDARDS IN MONTENEGRO**

**Prof. Dr Saša Milić**  
Associate Professor  
Faculty of Philosophy  
**University of Montenegro**

- 
- **Professional development of teachers enable continuous acquiring, spreading and deepening of knowledge, development of skills and abilities which are relevant to students' success and quality relationship with parents and local community.**
  - **Also, it enables preparation for accepting systemic changes, their successful application and active participation and initiative in implementation of the reform.**

- **In Montenegro we currently have a contemporary and modern system of professional development of teachers, which is in the phase of application and testing. It is therefore clear that it has not yet become settled practice in our educational system, but that, with certain professional and financial support, we should strive for it to become so, in the aim of quality of teaching and learning, and overall educational system.**

# Professional Development Providers in Montenegro



# **Standard No.1:**

## **Students and Learning Process**

- **The teacher understands cognitive, social, linguistic, emotional and physical aspects of the learning process, recognizes individual differences among students and adopts them when planning and organizing teaching process, in order to adjust them to developmental characteristics of students, to be a challenge for them and to ensure effective learning.**

# Meeting Standard No.1

## PRE-SERVICE

- **Introduction of New Subjects:**
  - Contemporary Education Systems;
  - Individualized Teaching Process;
  - Pedagogical Communication;
  - Development of Critical Thinking;
  - Early Childhood Education;
  - Experimental Programs for Early Childhood;
- **Renew of Existing Subjects:**
  - Preschool Pedagogy;
  - Methodic of Subject Matters;
  - Methodology of Pedagogical Research;

## INSERVICE

- **Related Teachers Trainings:**
  - Democratization of Teaching Process;
  - Reading and Writing for Critical Thinking;
  - Individualization;
  - Active Learning Methods;
  - Role of teacher and Learning Styles;
  - Cooperative Learning;
  - Parent Involvement;



## **Standard No.2:**

# **Learning Environment and Conditions**

- **The teacher is able to create a safe and stimulative environment for learning that is based on mutual respect, set high expectations related to achievement of each student, and it can be characterized by active learning, when encouraging and supporting students' interests and positive social interactions.**

# Meeting Standard No.2

## PRE-SERVICE

- **Topics devoted to Learning Environment:**
  - **Micro management of Teaching Process;**
  - **Reggio Emilia – Environment as a Third Teacher;**
  - **Waldorf Pedagogy – Learning Env.**
  - **Step by Step – Learning Env.**
  - **Creative Curriculum – Learning Env.**
  - **Montessori System – Learning Env.**
  - **Learning Through Play;**

## INSERVICE

- **Effective Communication in Classroom – Environment;**



## **Standard No.3:**

# **Knowledge of Profession and Subject**

- **The teacher knows his profession and cognitive processes within it; is very familiar and knows the subject; understands key terms and theme, their relations and hierarchy, subject specifics, current issues and debates in the professional field, as well as frequent misunderstandings and typical mistakes of students.**

# Meeting Standard No.3

## PRE-SERVICE

- “Days of Mathematics...; ”
- Research Projects;
- “Days of Science”

## INSERVICE

- Teaching Modern History of SEE;
- Montenegrin Language and Literature;
- Healthy Life Styles;
- Creation of Ecological Consciousness – Curriculum for Sustainable Development;
- History of Religion;
- Civic Education and Human Rights;
- Socio-cultural Aspect of Language;

## **Standard No.4:**

# **Expertise in the Subject Teaching Methods**

- **The teacher knows and applies different didactic procedures so that concepts and knowledge included in the curriculum could be available, meaningful and possible for learning. The teacher encourages students to understand, investigate and analyze ideas from different perspectives in order to understand the terms/concepts in the right way, and to make sure that gained knowledge and skills are applied in specific situations. The teacher uses various resources and educational technology in an appropriate and effective way.**

# Meeting Standard No.4

## PRE-SERVICE

### Activities related to PD:

- **Gathering information about PD on national level;**
- **Advice/support to teachers;**
- **Interest groups;**
- **Meetings at school (round tables, debates...);**
- **Seminar at school;**
- **Demonstrative lessons;**
- **Action research;**
- **Extra-curricular activities;**
- **Days of professional development;**

## INSERVICE

### Actual Trainings:

- **Interactive Teaching Methods in Subject Matters;**
- **Planning of Open Part of Geography Curriculum;**
- **Communicative method in English language teaching;**
- **Development of Gymnasia Teachers Competencies;**
- **Textbook in English Language Teaching;**
- **Drama and stage/scene pedagogy;**
- **Textbook and Individualization of Mother Tongue Teaching;**
- **Application of Project-Method in Teaching Process;**

## **Standard No.5:**

# **Planning**

- **The teacher designs teaching process regularly and thoroughly and in accordance with the requirements of the curriculum, taking into account abilities, needs and previous knowledge of students in order to achieve progress in learning and defined outcomes. The teacher plans how to use appropriate teaching materials, proper sequence of activities and scaffolding, and plans various types of work in order to encourage students' activities.**

# Meeting Standard No.5

## PRE-SERVICE

- Planning of Integrative Teaching Process;
- **Thematic Planning;**
- Planning of prescribed/defined and urgent curriculum;
- **Daily Planning Scheme – High Scope;**

## INSERVICE

- Planning of Open Part of Curriculum;
- Planning Preschool Activities;

## **Standard No.6:**

# **Assessment and Evaluation**

- **The teacher continually and effectively uses formative and summative assessment to support, verify and document the learning process. The teacher provides regular and timely feedback on student learning achievement, and encourages self-assessment and setting goals on their own learning. The teacher knows how to analyze the data gained through internal and external knowledge assessment, skills and understanding, and uses them to improve teaching/learning process.**

# Meeting Standard No.6

## PRESERVICE

- New subject: Docimology;
- **Authentic Assessment;**
- Creation of Student Portfolio;
- **Evaluation of Students Achievements in accordance with Bloom Taxonomy;**
- Evaluation of School/Preschool;
- **Formative and Summative Evaluation;**
- Mechanisms/Methods of Documentation of Learning Process;
- **Evaluation of Essential/Key Skills / High Scope Program;**

## INSERVICE

### Actual Trainings:

- **Evaluation and Assessment in particular subject matters;**
- Creation of text – assessment of student's creativity;
- **Development of tests for reformed school;**
- Identification of Gifted Students and Teaching them;
- **Descriptive Assessment in a 1 cycle of Primary School;**

## **Standard No.7:**

# **Professional Development**

- **The teacher is committed to lifelong learning, continuously deepens own professional, methodical and other knowledge and takes responsibility for participation in professional development activities. The teacher continually evaluates own work, reflects on the basis of evidence gathered and improves practice, establishes and maintains good professional relationships, actively participates in professional networks, seeks partnerships with colleagues in the school and wider professional community.**

# Meeting Standard No.7

## PRE-SERVICE

- ❖ Continuation of Formal Education for:
  - Preschool teachers;
  - Primary School Teachers;
  - Subject Matter Teachers;
- ❖ New Specializations;
- ❖ Development of Life-long learning strategies and Modules;
- ❖ Alumni club of graduated students;

## INSERVICE

- NbPD:
  - Ordered Trainings;
  - Offered Trainings – Catalogue;
  - Project Trainings;
- SbPD team:
  - School Coordinator for PD;
  - School Task Team for PD;
  - Principal as Pedagogical Manager of the School;
- Teachers' Professional Portfolio
- Promotion of PD: Journal of PD, Magazine of PD etc.;
- Licensing, ToT, Mentoring;





## **Standard No.8:**

# **Leadership and Cooperation**

- **The teacher has a leading role in the learning process and uses all the possibilities to ensure students progress. Teacher actively seeks ways to establish good cooperation with students, parents/guardians, colleagues and the local community.**

# Meeting Standard No.8

## PRE-SERVICE

- **New Master Studies:**
  - **Master in Education Policy;**
  - **Master in Inclusive Education;**
  - **Master in Human Resources Management;**
  - **Master in Management;**
- **Professional Development Courses:**
  - **Inclusive Education;**
  - **Civic Education – Education for Peace and Tolerance;**

## INSERVICE

### Actual Trainings:

- **Organisation and Management;**
- **Management of Changes;**
- **Communication in School;**
- **Principal as Pedagogical Leader;**
- **Planning and Decision Making;**
- **Quality of Education in School;**

**Professional development is a long term, integration process that incorporates learning, practical work and research through which the individuals can develop or improve their knowledge, skills and abilities.**