

Introducing competence-based preschool teacher education curricula in Bosnia and Herzegovina

(TEACHER)

WORK PACKAGE 4

1 DECEMBRIE 1918 UNIVERSITY OF ALBA IULIA

WORK PACKAGE 4 - ENHANCEMENT OF TEACHERS TRANSVERSAL SKILLS AND COMPETENCES

- ▶ professional improvement of teaching staff transversal competences and their ability to work in diverse and changing societal and working environment.
- ▶ 24 of BH partner HEI junior staff will participate in 5-module training of trainers (ToT program) that will be prepared and delivered by UAB experts.
- ▶ 24 participants from 6 BH partner HEIs will become independent trainers capable of preparing and delivering various crash courses and training sessions such as:
 - ▶ team work,
 - ▶ creative ways of problem solving,
 - ▶ conflict resolution,
 - ▶ public appearance,
 - ▶ working in multicultural environment,
 - ▶ stress management, etc.

Preparation and follow-up activities

- ▶ UMB and UAB will jointly prepare and carry out assessment of needs of BH partner staff for improvement of their competences in the field of methodical and didactic and transversal competences to assess what skills and competences are needed among (non)teaching staff.
- ▶ After the completion of ToT sessions, 6 teams of trainers from 6 BH partner institutions will organize 4 local knowledge transfer in-house training sessions for their colleagues.

Tasks

- ▶ 4.1. To organize a seminar on transversal skills and competences in professional teacher development
- ▶ 4.2. To design the ToT modules and develop training materials
- ▶ 4.3. To organize five ToT sessions
- ▶ 4.4. To develop ToT guidelines
- ▶ 4.5. To organize parallel in-house thematic courses for teaching staff

4.1 Understanding of importance of transversal skills in professional teacher development

- ▶ This outcome refers to a seminar on transversal skills and competences that will be delivered by UAB experts.
- ▶ Objective of this seminar is to ensure understanding of the importance of transversal skills for achieving better working environment and interpersonal relationship at university in relation to colleagues and students.
- ▶ Expected date: 14-09-2017
- ▶ Venue: UNBI, Bihac, BiH
- ▶ 3-day seminar
- ▶ 2 staff from UAB

4.2 Design of ToT modules, creation of training materials

- ▶ This deliverable refers to 5 module designs and training materials that will be created by UAB trainers.
- ▶ These will include (not limited to): designs of 5 modules, presentations, requests, forms for trainings, etc.
- ▶ Expected due date: 14-09-2017

4.3 Building competences of HEIs teaching staff in preparing & delivering crash-courses

- ▶ This outcome refers 24 ToT training participants from 6 BH partner HEIs who successfully completed all 5 modules and earned certificate of trainer.
- ▶ These participants will be able to independently prepare and deliver crash courses and training sessions in any field of transversal skills and with any target group - students, colleagues and adults in general.
- ▶ Venues:
 - ▶ Alba Iulia, Romania (UAB, P10)
 - ▶ Tuzla, BiH (UNTZ, P2)
 - ▶ Mostar, BiH (SVEMO, P3)
 - ▶ Banja Luka, BiH (NUBL, P5)
 - ▶ Travnik, (BiH P1)
- ▶ 3-day sessions

4.4 Creation of ToT guidelines

- ▶ ToT guidelines will be jointly prepared by experts from UAB with written contributions from BH partner staff participating in ToT sessions.
- ▶ The guide will be a useful tool for junior teaching staff on how best to crash course or training session.
- ▶ Guide will have 80 pages and will be prepared multi-lingually in Bosnian, Croatian, Serbian and English and published electronically and printed in 300 copies by University of Travnik.
- ▶ It will be freely distributed to teaching staff of BH partner HEIs.
- ▶ Expected due date: 14-03-2018

4.5 Strengthening of transversal competences of teaching staff

- ▶ This outcome refers to more than 180 teaching and administrative staff from 6 BH partner HEIs who improved their transversal skills through min 2 in-house knowledge transfer seminars/training sessions delivered by their colleagues that have participated in ToT program.
 - ▶ Travnik, UNT - P1 - 2 training sessions
 - ▶ Tuzla, UNTZ - P2 - 2 training sessions
 - ▶ Mostar, SVEMO - P3 - 2 training sessions
 - ▶ Bihac, UNBI - P4 - 2 training sessions
 - ▶ Banja Luka, NUBL - P5 - 2 training sessions
 - ▶ Hercegovina University, SVEHERC - P6 - 2 training sessions

Indicators of progress

- ▶ number of ToT sessions held and number of participants,
- ▶ satisfaction of staff with seminar and ToT sessions,
- ▶ number of in-house training sessions and number of participants,
- ▶ analysis of training topics and satisfaction of staff with sessions,
- ▶ number of pages and copies of guidelines

Measurement of indicators

- ▶ seminar report,
- ▶ ToT sessions reports,
- ▶ attendance and participant lists,
- ▶ activity evaluation reports,
- ▶ photos and videos, websites,
- ▶ ToT designs and materials,
- ▶ guidelines,
- ▶ project reports;

Q and A