**Theory of Change Project NP 31 Measure 4.2 OPE**

**Model of change in project NP 31**

**Project title:** Professional and career development of teaching staff

**Target group:** Teaching and specialised staff at schools and school facilities

**Model action in project NP 31**

**Project title:** Professional and career development of teaching staff

**Beneficiary:** The Methodology and Pedagogy Centre

Developed methodology for creation, innovation and implementation of professional standards

**OUTPUTS OF ACTIVITIES**

**ACTIVITIES**

**OUTCOMES OF ACTIVITIES**

**SHORT-TERM IMPACTS**

**EXPECTED LONG-TERM IMPACTS**

**MEASURE 4.2 OBJECTIVES**

Development, innovation and implementation of professional standards and tools for evaluation of professional competences development for categories, career levels and positions of teaching and specialised staff at schools and school facilities

Implementation of professional standards into all career levels and positions of teaching and specialised staff at schools and school facilities

Implementation of professional standards at schools and school facilities

Tools of development assessment of professional competences of teaching and specialised staff

Catalogue of professional standards and tools of development assessment

Adapt higher education to the needs of a knowledge-based society

Conducted 7 conferences and 7 professional seminars, published Collection of lectures from the conferences

Created conditions for increase of quality at school and school facilities

Application of tools of development assessment of staff at schools’ professional competences

Tools of development assessment of professional competences as tools for quality maintenance of teaching and specialised staff

Developed methodology for analysis of educational needs of teaching and specialised staff at schools and school facilities

Analysis of target groups (schools and school facilities teaching and specialised staff) educational needs

Definition of educational needs of teaching and specialised staff at schools and school facilities

Developed methodology for survey of the educational needs of teaching and specialised staff at schools and school facilities

Increase the quality of and develop human resources in research & development

Development and accreditation of continuing education programmes for all categories of teaching and specialised staff according to accreditation system in line with professional standards

Manual for development of continuing education programmes

Raised awareness of teaching and specialised staff about the education and training opportunities

4 catalogues of continuing education programmes offer

625 accredited training programmes

Support the cooperation between HEIs, research & development organisations and the private sector on the national and international level

Developed effective system for continuing education system

Development of teaching sources, methodology and specialised publication including their digital form for teaching and specialised staff at schools and school facilities

Standardisation of qualitative requirements for teaching resources

Use of manual for development of teaching resources to develop continuing education programmes

Manual for development of teaching resources

Successful implementation of accredited programmes into continuing education system

Available teaching resources in electronic form on the MPC website and on the training portal as well as in published form

Teaching resources for 625 training programmes

Educational activities focused on development of teaching and specialised staff key competences and education strategies

Increase quality of continuing education programmes and institutions, including development of compatibility and permeability system between formal, non-formal and informal education sectors and increase the share of economically active inhabitants participating in continuing education programmes

Continuing education guaranteed through events: lectures, seminars, creative workshops, exercises, courses, summer schools

Participants of the training programme acquired certificate of its completion

Improved/ renewed level of key competences of teaching and specialised staff and educational strategies at schools and school facilities

More effective educational process at schools and school facilities

Teaching and specialised staff at schools are trained in attendance and distance form

Built classrooms for continuing education equipped with computer and didactic technology

Facilities and equipment for professional activities

**BASELINE NEEDS OF THE TARGET GROUPS**

**OUTCOME AND IMPACT INDICATORS**

**PROJECT INPUTS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Type** | **Measurable indicators** | Target | Achieved (based on the final monitoring report |
| V | Number of newly developed training programmes | 625 | 616 |
| V | Number of newly developed / innovated training programmes focused on acquisition and development of ICT knowledge and skills | 30 | 85 |
| V | Number of employees participating in the project educational activities | 2000 | 9 214 |
| V | Number of implemented electronic services | 1 | 1 |
| D | Number of newly developed / innovated training programmes used after the project completion | 80 | 77 |
| D | Number of employees using the project outcomes after the project completion | 700 | 3 637 |

**Total eligible expenditure:** 5,232,830.82 EUR

**Spending:**

3,439,454.44 EUR (65.73%) based on the follow-up monitoring report

**Implementation period:** 10/2009 – 10/2015

* Need to define professional qualification of teaching and specialised staff at schools and develop new accredited programmes contributing to development of quality continuing education for teaching and specialised staff

**EXTERNAL FACTORS**

* Interest of teaching and specialised staff in continuing education
* Act on teaching and specialised staff from 24 June 2009 (the project includes created professional standards that were partly developed also for the use in this Act)