

Criteria	Spain	France	Lithuania	Poland
<p>Process of selection and characteristics of staff selection (duration, requirements and ways of entering the advisory position, salary improvement, professional career, etc.).</p>	<p>Prerequisites: be an official professor with an age of at least 5 years. Assessment of professional and academic merits. Interview and assessment of the advisor's project. The position of advisor is a full time contract and it lasts for 8 years with an evaluation at 4 years. Salary like a teacher+ salary supplement as advisor. There is not a professional career, after the period the advisor returns to school.</p>	<p>For Private Education Selection inside the network; interview and contract. The advisor has a part time contract as teacher(National Education) and part time contract with ISFEC Aquitaine Indeterminate duration contract Salary: based on the National Education grid for teachers' salary</p>	<p>Selection by interview, requirements. Salary is almost the same like teachers. Advisors have permanent employment contracts with the Center.</p>	<p>Selection by interview according to the requirements; salary like a teacher+salary supplement each teacher trainer has contract for an indefinite period like each appointed or mastered teacher in Poland</p>
<p>Professional advisor profile (disciplines, years of teaching, specific training,...).</p>	<p>Professional profile related to the type/ specialty of the advisory (math, science, PE, FLT, etc.). Previous experience as teacher (at least 5 years); involved in innovation projects and coordination of teacher training activities, experience as teacher trainer.</p>	<p>Profile: a good experience as a teacher (at least 10 years teaching); involved in projects; an experience as a trainer. Must feel comfortable with institutions (National Education and Catholic Education); good sense of relationships (with teachers, inspectors, headmasters...); engaged</p>	<p>Profile: pedagogical degree or certificate of pedagogy- psychology; 2 years pedagogical experience; to know very well the Law of Education; IT skills, creation of training programs skills; experience in project activity, communicative skills</p>	<p>At least 5 years as a teacher; appointed or mastered degree of teacher; title Master of Arts with pedagogical preparation, trainer qualifications-andragogy, with knowledge specific to a given area of activity, with general didactics skills</p>

<p>Functions of the advisor: formal (defined by regulation) and non formal</p>	<p>Formal functions: Promote training in the school, providing guidance, resources and collaborative spaces for the development of professional skills.</p> <p>Detect and analyze the training needs and expectations of the centers and the teaching staff.</p> <p>Design, promote, manage and carry out itineraries and training activities that respond to the detected needs.</p> <p>Detect and promote innovative pedagogical experiences and good educational practices, promoting research and the exchange of same between the centers and teachers.</p> <p>Disseminate and communicate to the centers and teachers, in the corresponding fields, the training activities and the actions carried out of teacher training and educational innovation.</p> <p>Favor the practical use and the didactic application of ICT. Non formal: teacher trainer, any other function that is attributed by the current regulations.</p>	<p>Formal functions: in accordance with the analyses provided by the financers (FORMIRIS), programs the catalogue of training sessions; recruits the trainers; think of the pedagogical methods; For other training sessions (in the schools): contacts the schools; analyses the needs with the headmasters. Evaluates the training sessions and the gap between the needs as they were expressed and the feedback of trainees and the trainers Non formal: relationships with the financers; detects the needs when going in schools; improves the pedagogical methods (e-learning for example)</p>	<p>Formal: according to the priorities of Ministry, education division of Kaunas, data analysis and teacher needs/askings organise teacher trainings; prepare training programs; detects weak areas on education in schools; organise conferences, consultations to headmasters, teachers; fill in applications of projects, implement projects; gives methodical support, advises to school leaders and teachers, school communities on issues related to the organization of educational process and the content of curriculum development; evaluates quality of teachers training events; organizes city Olympiads, surveys and competitions for pupils of subordinate educational institutions, analyzes their results. Non formal: evaluate impact of teacher trainings for quality of education, students achievements.</p>	<p>Formal functions of the methodological advisor: *Supporting teachers according to the taught subject *Organising conferences once a semester *Providing consultations Formal functions of teacher trainer is organization and conducting teacher training resulting from: education policy; requirements for schools, whose fulfillment is examined through external evaluation; implementation of the core curriculum and development of teaching programs; diagnosing students' needs and individualizing the teaching process;organizing and conducting professional development of headmasters in the field of education management; organizing and conducting methodical consulting for teachers;</p>
<p>The self-training and continuous professional development planning: (if it is annual, compulsory, is need analysis defined, how,...).</p>	<p>The advisor team carries out a self-assessment about their training needs according to the tendencies and formative demands of the teachers and with the priority lines of the educational authority. The self-training is annual and usually deals with cross-curricular themes of interest for all advisors, such as active methodologies, ICT, educational legislation, etc. Normally one receives training with an expert speaker and then a seminar is held with weekly sessions for deepen.</p>	<p>No training are compulsory.very few gives a certificate (For students with special needs (CAPEI) or for headmasters. The analysis of needs is made by the financer (FORMIRIS) by advisor though a survey in the schools. It is mainly the headmasters that define the needs. The program is annual.</p>	<p>Advisors prepares annual training plans (for themselves) and personally decides in what area to improve skills (subject, psychology, andragogic, management and etc.)</p>	<p>It is not compulsory however training organised by ORE (Central TTC) is sometimes worth doing as after such training a teacher trainer has qualifications to support teachers working in schools.</p>

<p>How advisors' departments are organized and managed (committees, leading committees, disciplines...).</p>	<p>The 17 advisors belongs to a particular department. There are 7 departments related to different teaching and curricular areas/ subjects: Linguistic and Communicative area (Spanish, English and French). Scientific and Technological area (Mathematics, Physics, Chemistry, Biology and Geology) Social studies area. Infant Education area. Physical and Artistic Education area. ICT area. Attention to special educative needs area. Some of these areas are divided into Primary and Secondary stage (English language and Spanish language) and other areas have one or two advisors.</p>	<p>No department at ISFEC Aquitaine: one responsible for the whole continuous training sessions; one administrative assistante. ISFEC Aquitaine director deals with headmaster training sessions (2 years). Regular meeting with the financers, the institutional partners, some trainers expert in a field.</p>	<p>No departments at KPKC, each advisor is responsible for different areas, educational subjects. According to this, advisors organises trainings, consultations and other activity.</p>	<p>Each teacher trainer belongs to a particular department, each department has a supervisor; There are four departments in RZPWE now: *Department of General Education and IT Didactics **Department of Vocational Education and Career Consulting *** Department of School Support **** Department of Management and Psychological-Pedagogical Support</p>