



Cooperation Project between Serbia and Switzerland

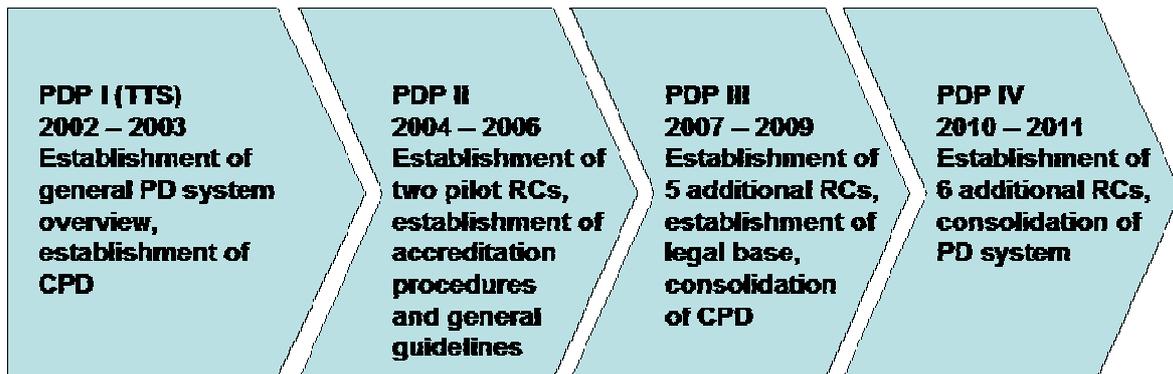
Project Overview

Professional Development for Education Personnel, Serbia

1 Overall Project Approach

The overall project goal of the PDP is to establish a decentralised system of professional development for education personnel, which supports the education reform and is receptive of the needs of the region, schools and those employed in education.

The project started in 2002. Over time the total timeframe of the project had to be extended. In 2007 the following overall approach was formulated.



2 Project Partners

The project is based on a cooperation agreement between the Government of Serbia, represented by the Ministry of Education, and the Government of Switzerland, represented by the Swiss Agency for Development and Cooperation (SDC).

The implementation responsibility is with the Serbian Government. Over time the main responsibility changed according to the law and tasks at hand. During the first phase the Ministry of Education and Sport was responsible for the implementation.

In the second phase the overall responsibility was shifted to the Centre for Professional Development (CPD) and after changes in the education law to the Institute for the Improvement of Education (Zavod). To support the aspect of decentralisation direct cooperation agreements of SDC with the municipalities and pilot centres were signed.

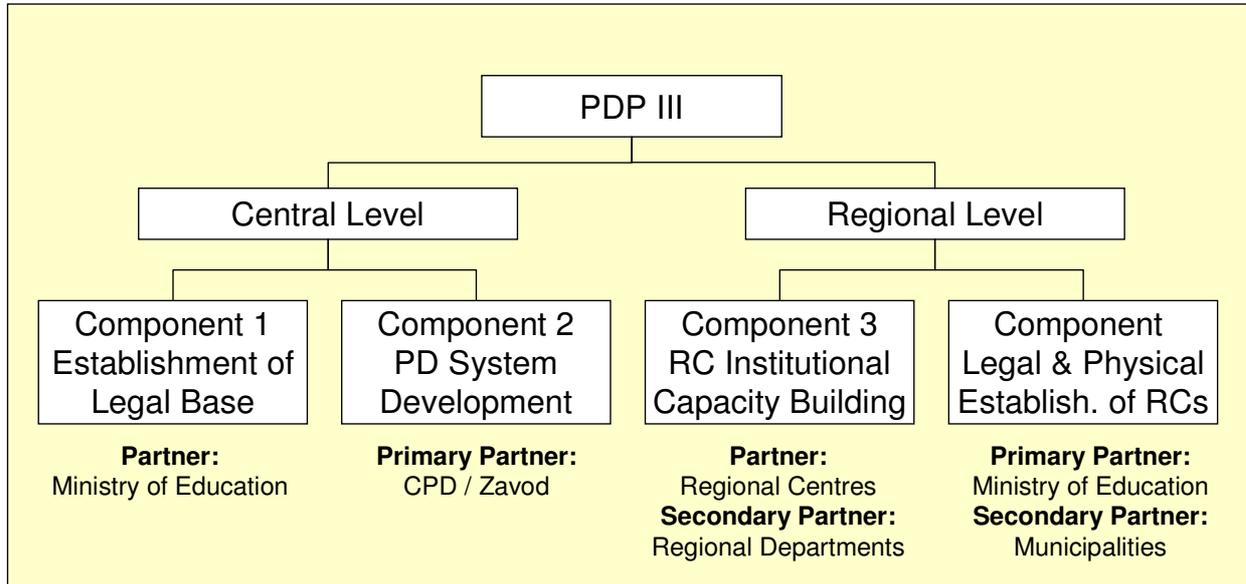
For the third (current) phase the partners of the second phase remained but the direct partnership with the Ministry of Education (MoE) was re-established. It has been foreseen that the MoE shall take the lead on the Serbian side.

3 Funding

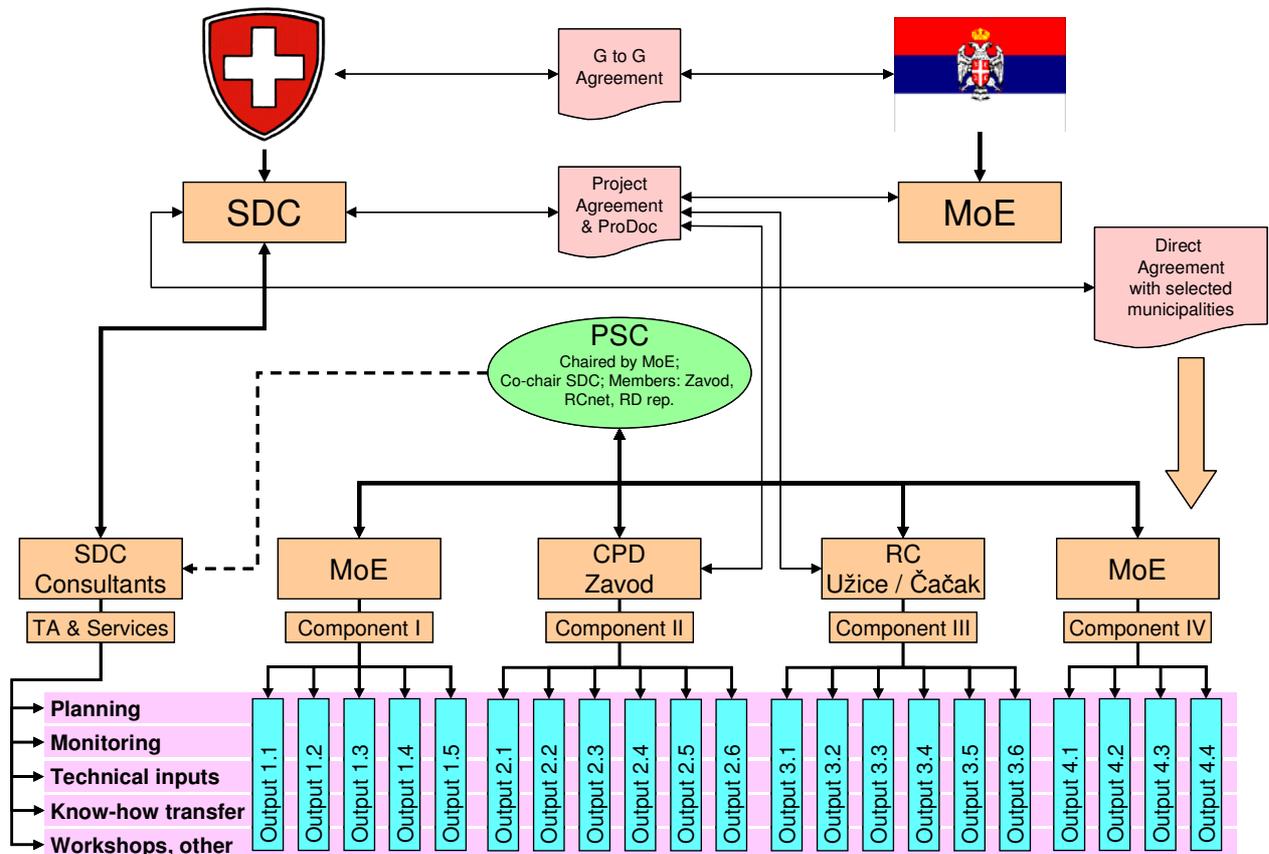
The Swiss Government has approved funds of CHF 4.3m for the first three phases of the project. Additional funding for a fourth phase will depend on the results achieved. These funds are used for the support of project operations, the establishment of the Centre for Professional Development and Regional Centres, and for external support of the project.

4 Current Structure of the Project

The project is operated with four components. Each component is implemented by the relevant Serbian institutions.

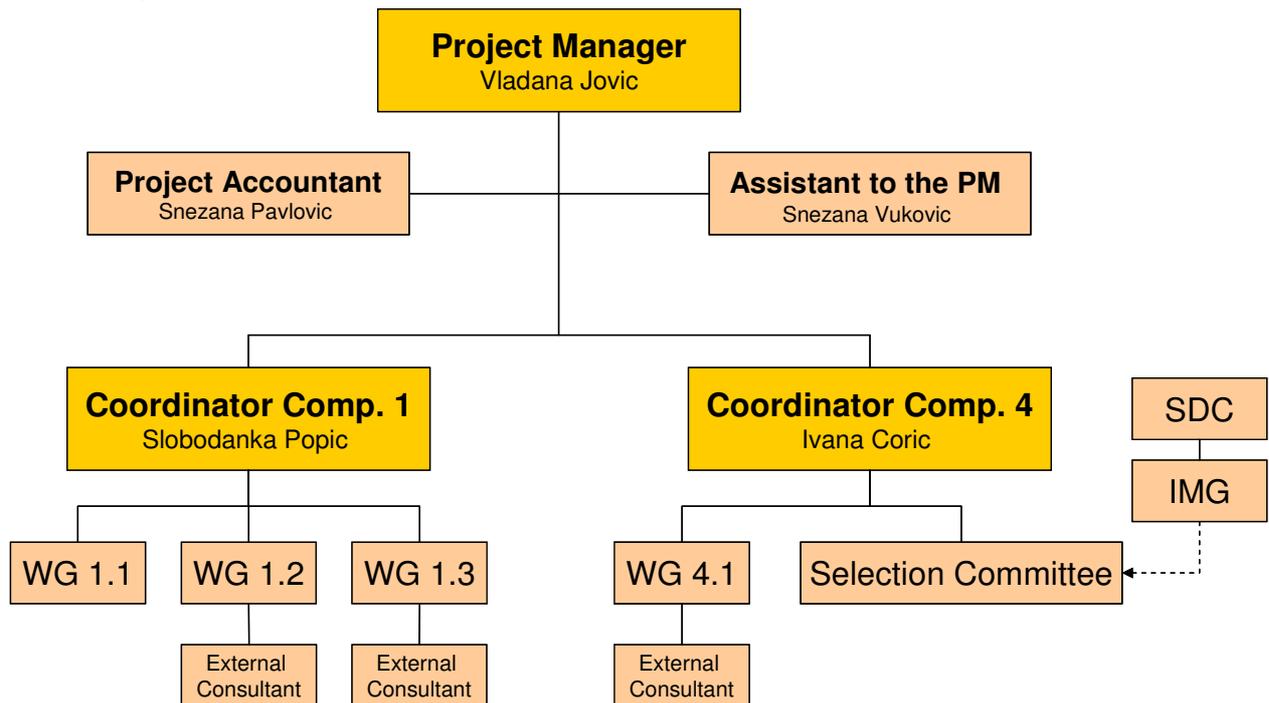


5 Project Organisation



Note: PSC (Project Steering Committee) is not yet constituted

6 Project structure within MoE



MoE should take lead in Planning Workshop 2009.

7 Results and next Steps

7.1 Component 1

Objective:

The PD system is adequately integrated in the Serbian legislation.

Expected Results:

- The PD system is defined in the education law.
- Roles and responsibilities of Regional Centres are defined by law.
- Financing of the PD system is regulated.
- A system to monitor PD in Serbia is in place.

Results so far:

The approach of establishing Regional Centres by the municipalities has been reviewed and is in accordance with current legislation. However, on the regional level is still a high demand of clear guidelines and instructions by the MoE.

A letter to inform the partners on central and regional level has been drafted, but was never sent to the partners.

Job descriptions and terms of reference for working groups are established.

Next steps:

- Information dissemination on provisional division of roles and responsibilities (MoE, CPD, Regional Departments, Regional Centres)
- Appointment of working groups and start of work

7.2 Component 2

Objective:

The Centre for Professional Development provides required guidelines, coordinates and monitors the PD system and supports involved institutions.

Expected Results:

- The components of the PD system are comprehensively linked to each other.
- The accreditation and monitoring/evaluation procedures of in-service teacher training programmes are fine-tuned.
- Training needs of experts in the PD system are identified and training offers developed.
- The CPD provides data and information and contributes to professional exchange between actors of the PD system.
- The CPD has put the management tools – introduced during phase II – into operation.

Results so far:

An overview of the whole PD system has been designed and distributed.

Several papers and books on different components of the PD system (incl. a career advancement manual) were developed, peer reviewed and distributed.

The CPD organised two national conferences on the PD system.

The accreditation system is in place and monitoring mechanisms have been developed.

Next steps:

- CPD information concept and stakeholder support concept need to be further developed and implemented
- CPD-HRD-guidelines need to be reviewed and implemented
- Improvement of PD system procedures with regard to professional development and career advancement
- Review accreditation procedures, especially examine the procedure based on M&E
- Clarify purpose and content of expert trainings

7.3 Component 3

Objective:

Regional Centres provide PD services in accordance with national requirements and the needs of individual educationalists and local schools.

Expected Results:

- The Regional Centres offer training programs responding to regional needs.
- RC staff is empowered to deliver requested services.
- Centre services are used by educationalists.

Results so far:

Three (Užice, Čačak and Niš)¹ Regional Centres are established and operational.

The Regional Centre Network is established.

The three Regional Centres have organised 81 training seminars with a total of 2588 participants in 2007 (number is increasing continuously).

The Resource Centres are equipped.

Next steps:

- Consolidate operational procedures at the Regional Centres
- Strengthening of cooperation between the Regional Centres
- Increase the scope and number of trainings provided
- Vitalisation of Resource Centres

7.4 Component 4**Objective:**

Five additional Regional Centres are established.

Expected Results:

- A fair selection process is designed and implemented.
- Support to 5 municipalities for the establishment of new Regional Centres is provided.
- By the end of 2009 a total of 8 RCs are established and are operational.
- The newly established centres are integrated in the activities implemented in component 3.

Results so far:

The selection procedures, criteria and mechanisms have been defined.

Required information material is developed.

Standard contracts are developed.

Job descriptions and terms of reference for working groups and Selection Committee are established. Working group has started working.

Next steps:

- Appoint selection committee
- Start selection process by informing the municipalities about the cooperation opportunity
- Implement selection process
- Support municipalities and new Regional Centres

Belgrade 25.9.2008

¹ Niš funded with support from the Norwegian Government.