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**“Change in Classroom: Promoting Innovative Teaching & Learning to Enhance Student Learning Experience in Eastern Partnership Countries”, PRINTeL**

**YANKA KUPALA STATE UNIVERSITY OF  
GRODNO (YKSUG)**

**TEACHING STAFF DEVELOPMENT CENTRE’S (TSDC)  
OPERATIONAL PLAN 2019-2021**

**GRODNO 2018**

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**It is intended that in the period of 2019-2021 the Laboratory of Educational Innovations which is already in operation at the university will be transformed into the Teaching Staff Development Centre.**

## **1. Objectives**

- Mission statement (role of the center, main areas of activities, forms of management and its place in the university)

**Mission: raising of teaching staff innovative educational competences by implementation of innovative educational technologies in accordance with the university strategy, prospects and directions of higher education development in the Republic of Belarus.**

- Vision statement (how the support for teachers will develop during the coming years, where we want to be in 3 years)

**The Teaching Staff Development Centre at Yanka Kupala State University of Grodno aims at providing the conditions for creation of modern digital educational environment at the university.**

## **2. General Information**

- Short summary of the previous plan's implementation

**In the years 2017 – 2018, the following events aiming at the dissemination of innovative educational technologies among the teaching staff took place at Yanka Kupala State University of Grodno:**

- Weeks of pedagogical excellence;
- Educational innovation festival;
- On-campus and distance active course “Teaching through discovery method: how to teach differently but equally” (in cooperation with Belarusian State University);
- Skills upgrading courses “Fundamentals of heuristic learning at higher educational institutions”.

- Brief analysis of the challenges

**Nowadays, it is crucial for a university teacher to have not only subject-specific but also professional pedagogical training and developed innovative competences which can be upgraded in the frames of continuous pedagogical training. The main problems in the realization of this idea are insufficient level of digital competences of the teaching staff**

**and complications in organization of continuous teaching staff skills upgrading process.**

- List of prioritized areas to work with in the coming years
- interdisciplinary character of academic subjects;
- combination of various teaching methods;
- individualized approach in teaching;
- organisation of continuous and skills upgrading programmes simultaneously.

### **3. Main Activities**

- List of planned permanent activities
- **Skills upgrading programme “University of Educational Innovations: theory, methods and practice of contemporary education”.**
- **Development and publication of educational support materials as a result of implementation of innovative teaching technologies in electronic research journal “University of Educational Innovations”.**
- List of planned projects, etc.

**Conducting seminars and workshops in the frames of Erasmus+ programme “Change in Classroom: Promoting Innovative Teaching & Learning to Enhance Student Learning Experience in Eastern Partnership Countries”, PRINTeL.**

#### **3.1. Teacher Training Programmes**

- Rationale for offering these particular programmes/courses

**The teaching staff after completing the programmes will have competence for better and systematical:**

- professional training of students in accordance with the demands of labour and service market;
- teaching students to deal with non-standard professional situations;
- developing creative potential of students and their critical thinking;
- raising effectiveness of mastering professional knowledge, skills and expertise;

– **developing professional culture of future specialists, their personal qualities and life values;**

– **raising effectiveness of self-education and evaluating the efficiency of such activities.**

- Continuous programmes/courses for the teaching staff development (name, goals, learning outcomes, target audience, ECTS credits, certificate, etc.)

**Skills upgrading programme “University of Educational Innovations: theory, methods and practice of contemporary education”**

**Aim: contribution to the training and developing of a modern teacher who is able to use innovative educational technologies and to organize a teaching process in accordance with the tendencies of information community and students’ personal needs.**

**Results: development of the university as a regional centre for dissemination of innovations in education.**

**Target audience: teaching staff of the university, colleges and schools.**

- Initial programmes/courses for the new teachers and Doctoral students (as above)

**Weeks of pedagogical excellence.**

**Aim: demonstration of the best pedagogical practices of the application of modern educational technologies.**

**Results: dissemination of the best practices among teaching staff.**

**Target audience: teaching staff of the university, colleges and schools.**

### **3.2. Pedagogical Consulting Activities**

- Planned pedagogical consulting activities (coaching, workshops, etc. for individuals or groups on: e.g. formulating learning outcomes, active learning, problem-based learning, etc.)

**Consulting the teaching staff (individual consultations on demand, organized consultations twice a month) on the application of the following technologies in the educational process:**

- **project methods;**
- **case technologies;**
- **flipped learning;**

- active learning;
- creative teaching;
- teaching through cooperation.

- The process for requesting pedagogical consulting

The consultations can be organized through a forum which is created at the platform of the electronic journal “University of Educational Innovations”. The university faculty is informed about the seminars by e-mail, news on the official university website.

- Overall estimate of the planned capacity for pedagogical consulting, e.g. expressed in number of hours

The activities planned will take 12 – 16 academic hours per month.

### **3.3. Seminars, Workshops and Conferences**

- Planned seminars, workshops and internal conferences

Organising and holding of Weeks of pedagogical excellence with participation of university teaching staff, educators from general secondary educational institutions, members of the Republican club “Crystal crane” in order to present innovative educational technologies (reports, discussions, workshops).

Organising and holding of a series of training seminars on dissemination of innovative educational technologies in the frames of Erasmus+ programme “Change in Classroom: Promoting Innovative Teaching & Learning to Enhance Student Learning Experience in Eastern Partnership Countries”, PRINTeL, for university faculty and teachers from general secondary educational institutions.

Participation of university teachers and students of pedagogical specialities in the Republican festival of pedagogical ideas “Mission to teach” (demonstration of pedagogical experience, consulting of young specialists).

- Summary of the content and intended audience

– observation and generalization of the leading experience in application of modern educational technologies;

– learning and dissemination of innovative educational technologies among teaching staff.

- Timeline of the planned activities

**Weeks of pedagogical excellence – twice a year.**

**Educational trainings on the dissemination of educational technologies in the frames of PRINTeL project – January–May, 2019.**

**Skills upgrading programmes for teaching staff – 2019 .**

**Participation in the Republican festival of pedagogical ideas “Mission to teach” – April 2019.**

**Publication of articles on innovative educational technologies – every two months.**

**Discussion of contemporary pedagogical problems on forum – every two months.**

### **3.4. Dissemination and Networking**

- How the center will work with support for university wide networks of teachers

**The Teaching Staff Development Centre at Yanka Kupala State University of Grodno will support university wide networks of teachers by means of electronic research journal “University of Educational Innovations” and virtual PRINTeL project portal.**

- Informal networks of teachers (T&L communities per subject area or around the interest for a specific pedagogical method)

**The community “Pedagogical workshop” (virtual platform in electronic research journal “University of Educational Innovations” for publication of original research results, proprietary technologies and lesson plans with the use of educational innovations).**

**The community “Students’ View” (virtual platform in the electronic research journal “University of Educational Innovations” for publication of students’ self-analyses, their views, presentations of new products developed as a result of teaching with the application of educational innovations).**

**Forum in the electronic research journal “University of Educational Innovations” (discussion of the topical issues in education).**

- Planned activities in the networks (seminars, informal meetings, discussion forums etc. by coordinating activities, recruiting new members, providing virtual or physical environment for collaboration)

**Seminar “How to teach and what to teach: the answers of the XXI century pedagogical science”.**

**Workshop «Creative technologies in contemporary education”.**

**Discussion platform “Interdisciplinary approach in teaching: expectations and results”.**

### **3.5. Development Projects**

- Planned development projects where the center is involved (goal, how it will contribute to the development of teaching staff)

**The skills upgrading programme “University of Educational Innovations: theory, methods and practice of contemporary education” with the award of state-recognised certificates. The Laboratory of Educational Innovations (to be transformed into The Teaching Staff Development Centre) is the organizer of the programme.**

### **3.6. Publications and Learning Materials**

- Publications and production of learning materials for teachers (online or printed) connected to the specific courses, subject areas, pedagogical methods or ICT tools

**The following educational editions were published at Yanka Kupala State University of Grodno in 2017–2018:**

- **Korol, A. Teaching through discovery method: how to teach differently but equally (Metodika obucheniiia cherez otkrytie: kak obuchat vsekh po-raznomu, no odinakovo) / A. Korol. - Grodno, 2017 - 64 p.**

- **Korol, A. How to develop an open (heuristic) task. Tasks worked out of the workshop participants, analysis, reflexion (Kak razrabotat otkrytoe (evristicheskoe) zadanie. Razrabotki uchastnikov orgdeiatelnostnogo seminaru, analiz, refleksii: praktikum) / A.Korol. - Grodno, 2017. - 83 p.**

- **Korol, A. How to develop and conduct an heuristic-type class. Tasks worked out of the workshop participants, analysis, reflexion (Kak razrabotat i provesti zaniatie evristicheskogo tipa. Razrabotki uchastnikov**



orgdeiatelnostnogo seminar, analiz, refleksiia: praktikum) / A. Korol. - Grodno, 2017. - 96 p.

- Korol, A. How to develop and conduct an heuristic Internet-based class. Tasks worked out of the workshop participants, analysis, reflexion (Kak sproektirovat i provesti evristicheskoe internet-zaniatie. Razrabotki uchastnikov orgdeiatelnostnogo seminar, analiz, refleksiia: praktikum ) / A.Korol. - Grodno, 2017 - 67 p.

- Korol, A. Pedagogics of dialog: from methodology to teaching methods (Pedagogika dialoga: ot metodologii k metodam obucheniia: monografiia) / A.Korol. – Grodno, 2015. – 195 p.

- Periodic publications series

Publication of articles and guidance papers as a result of the application of innovation technologies in teaching and learning in the electronic research journal “University of Educational Innovations”.

## 4. Organization and Operation

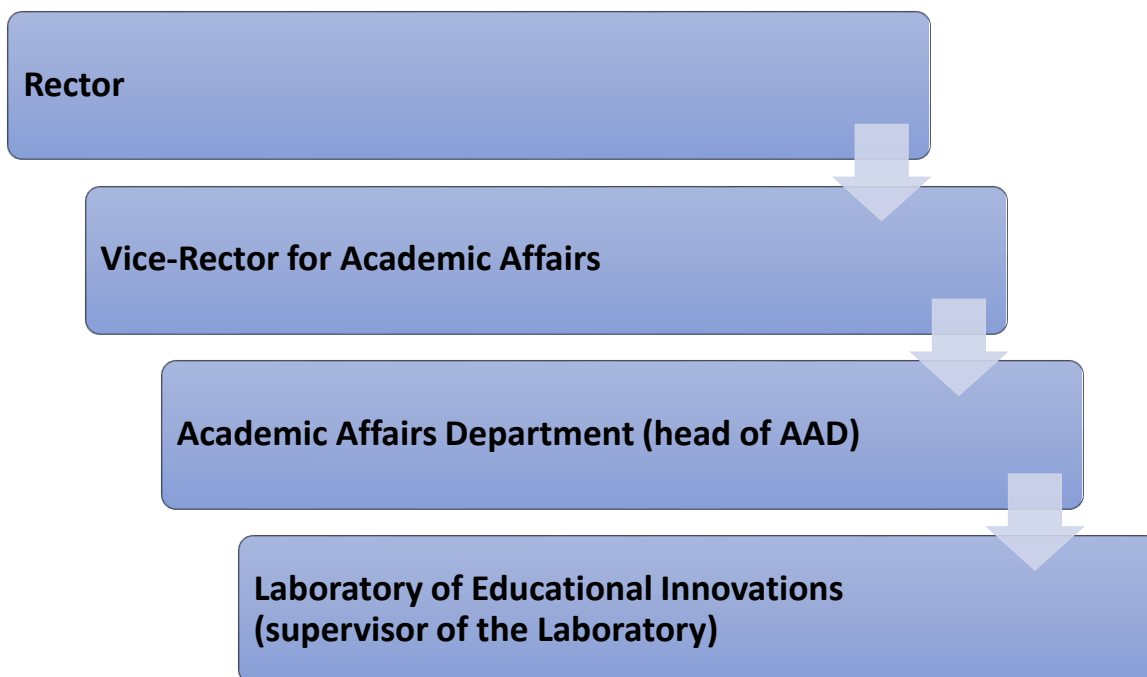
### 4.1. Organizational Structure

- Position within the university’s organization
- Personnel, executive and administrative functions
- The board and its role, frequency of meetings
- Role and frequency of staff meetings

**The Laboratory of Educational Innovations is a structural unit of Academic Affairs Department of the university.**

The structure and staff schedule of the Laboratory of Educational Innovations is approved by the Rector. The proposals on the staff composition of the Laboratory are made by the head of the Academic Affairs Department. The Laboratory is headed by a supervisor who is responsible for day-to-day operation of the Laboratory and reports to the head of the Academic Affairs Department.

The organizational structure (the position of the Laboratory at the University) is indicated on the scheme.



## 4.2. Role Descriptions

- Staff responsibility (course/seminar leader, conference organizer, teacher coach, etc.)

### Main objectives of the Laboratory:

- to study and integrate the world experience in the application of modern teaching technologies;
- to master and popularize innovative pedagogical technologies;
- to develop the draft normative documents regulating scientific and methodological work at the university;
- to provide organizational and methodological assistance to the teachers introducing modern teaching technologies into the university's educational process;
- to carry out scientific and methodical events (seminars, exhibitions, trainings, etc.), contributing to the enhancement and development of the university teachers' expertise.

### 4.3. Marketing and Communication

- Activities for communicating with other structures (for advertising courses & other activities, getting input from teaching staff, etc.).
  - maintaining the web up to date (news, blogs, informing teaching staff)
  - distributing printed information, e.g. leaflets
  - Needs analysis procedures, procedures for requesting pedagogical consulting
  - channels for input from teaching staff (board meetings, faculty liaisons, staff surveys)

**The staff of the Academic Affair Department and the supervisor of the Laboratory jointly:**

- **maintain the website <https://euryedu.grsu.by> up to date;**
- **ensure the dissemination of pedagogical publication;**
- **conduct surveys and organize forum discussions among the university faculty and students.**

### 4.4. Quality Assurance

- Principles & procedures for QA of the center's performance
  - evaluation of regular courses and other training activities (consulting activities, seminars, workshops, etc.)
  - process for collecting & analyzing the result of evaluations, use of the conclusions to improve the activities
  - relevance of the center's activities to the needs of the teaching staff (surveys, etc.)

**The activity of the Laboratory of Educational Innovations is discussed at the sessions of the Academic Affairs Department annually.**

### 4.5. Capacity Building. International Relations

- Activities for developing the capacity of staff (cooperation with other centers, courses, conferences, development projects)

**In order to improve the skills of the university faculty the Academic Affairs department cooperates with:**

- **Institute for Professional Skills Upgrading and Retraining of Yanka Kupala State University of Grodno;**
- **Main Department of Education of Grodno Oblast Executive Committee;**
- **members of the Republican club “Crystal crane” (“Crystal crane” is a voluntary unit of the participants and organizers of the professional contest for educators “Teacher of the Year of the Republic of Belarus” at the republican and regional levels).**
- **Eurasian Association of Pedagogical Universities (<http://euapu.ru/>).**