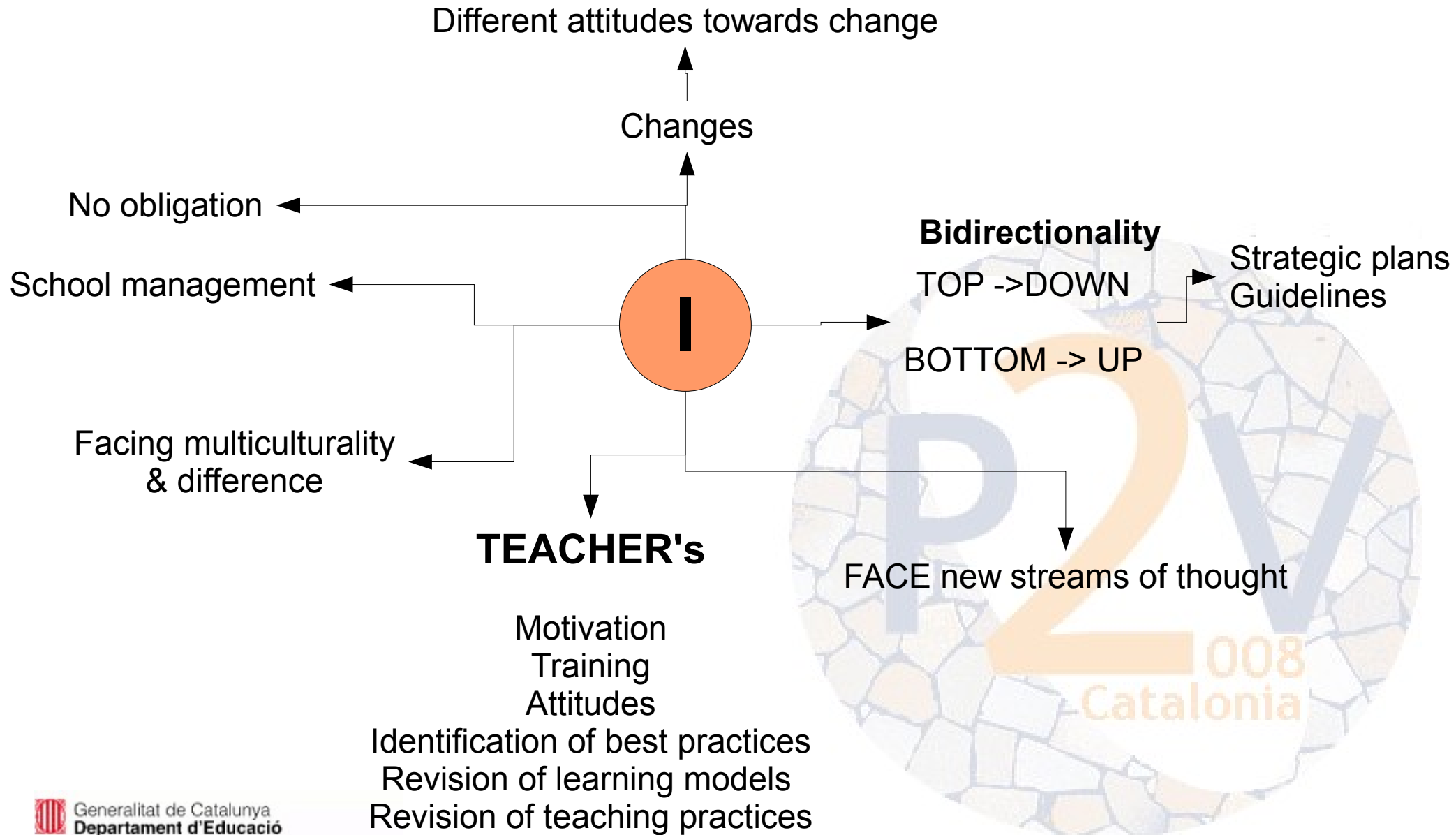




Policy proposal - Group 3



What's innovation?





Starting point

- Problems
 - Not enough innovation in teaching.
 - Where there is innovation, it is not shared enough.
- Result
 - Excellence is not widespread





Vision of ...

- Teachers who are:
 - Able to promote change to peers
 - Aware of the challenges confronting education
 - Competent with a wider range of pedagogies and ICT
 - Responsive to learner's needs
 - Prepared to take risks and learn from mistakes
 - Effective practitioners
- An innovative teaching culture based on the co-construction of knowledge



Strategic statement

To promote excellence we need to identify and support outstanding educational professionals (i-teachers)



i-teachers

Someone who innovates and is the catalyst for change in others (peers, schools and community)





Roles of i-teachers

- Coach other teachers (in-service)
- Carry out action research
- Create and develop communities of practice to ensure lifelong learning
- Identify and disseminate good practices





Profile

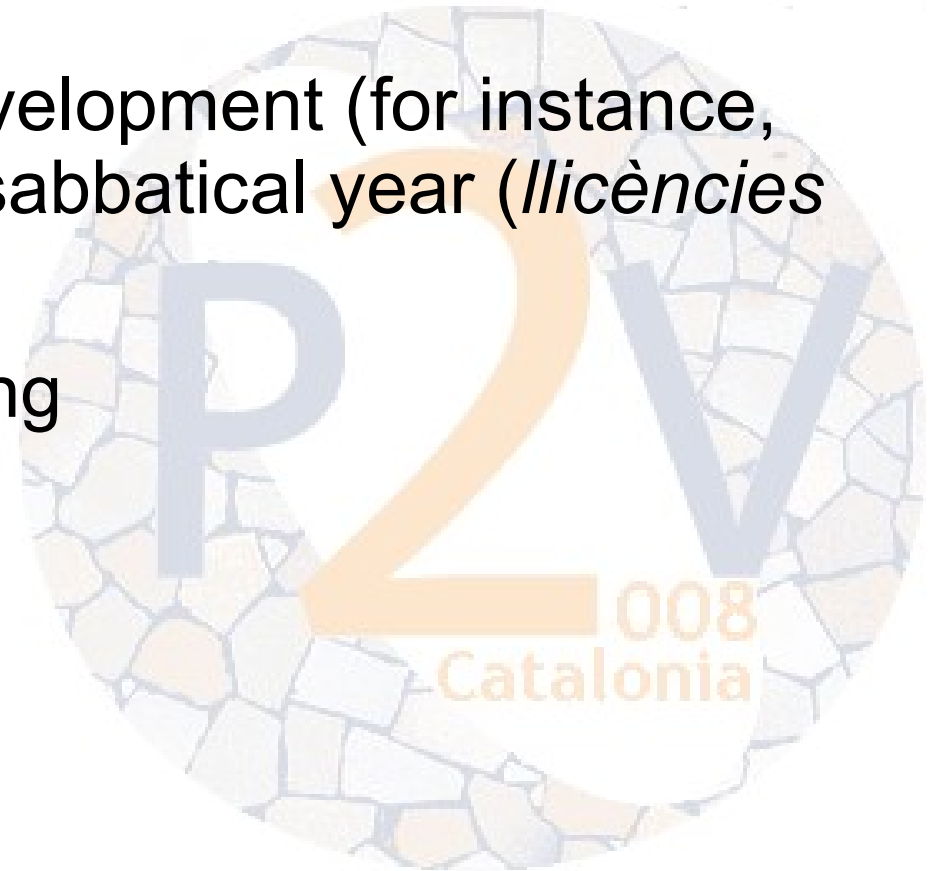
- Able to promote change to peers
- Aware of the challenges confronting education
- Competent with a wide range of pedagogies and ICT
- Responsive to learner's needs
- Prepared to take risks and learn from mistakes
- Effective practitioners





Possible selection criteria

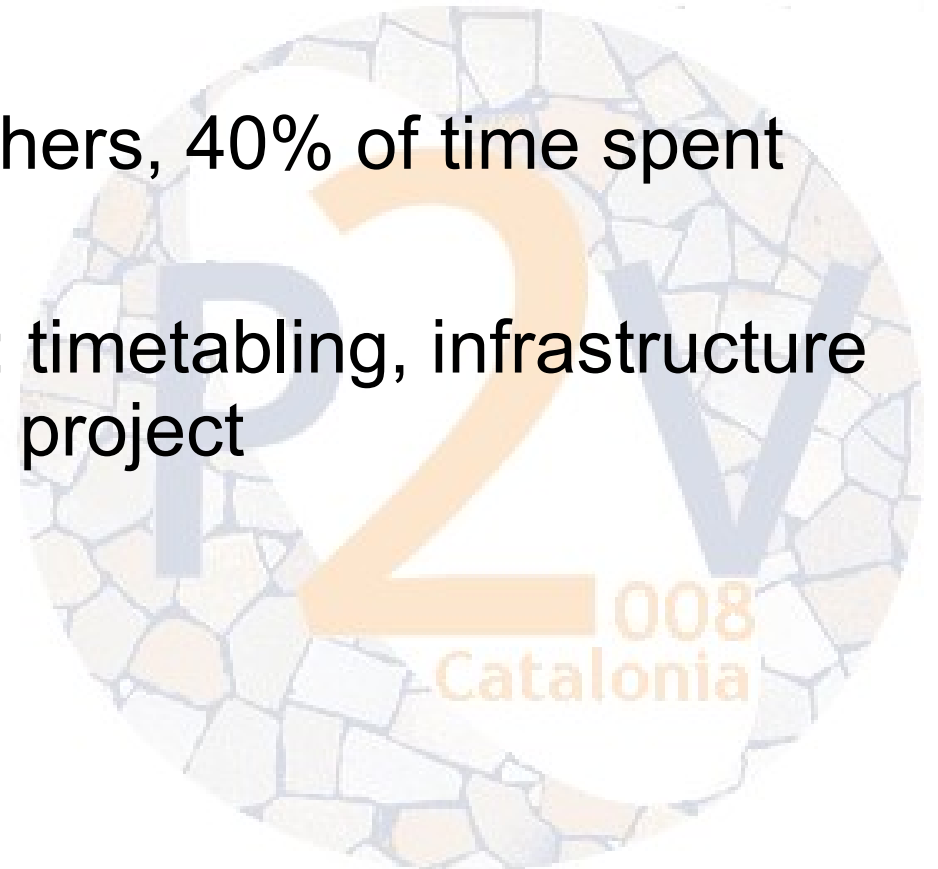
- Specific expertise (and ICT)
- Participation in group works with university or enterprise
- Participation in research development (for instance, having been selected for a sabbatical year (*llicències d'estudis*))
- Experience in teacher training
- High potential teachers





Organisation (1/2)

- Directors of school and Educational Services agents responsible for identification, validated by inspectors
- I-teachers are appointed for four years, teachers commit to this period
- Less teaching time for i-teachers, 40% of time spent goes into this task
- Directors provide conditions: timetabling, infrastructure and integration in the school project





Organisation (2/2)

- School designs its strategic plan, government funds it according to quality's plan, size and complexity of school
- Ministry through Educational Services offers training to i-teachers: coaching, networking skills
- Regular meetings of i-teachers





Incentives

- Extra sabbatical (*“llicència d'estudis”*)
- Extra credits for MA or DR
- Certification of innovation: Ministry
- Time for personal development
- Status (development of professional career)





Incentives for the schools

- Become a center of excellence
- Regeneration of ideas
- Surplus of infrastructure
- Cost effective training
- Staff stability





Measuring success

- Inspectors carry out reviews
- Participating schools reflect on impact
- Measure outcomes in the long run
- ... leading to suggestions for improvement and follow-up





From an excellent teacher to excellent education

