

## Continuing Professional Development of Teachers – Workshop Outputs

We were addressing 2 chief questions:

- What are the main challenges in the field of continuing professional development of teachers?
- What are the major recommendations for future actions in this field?

Main challenges:

- Diversity - Teachers come with their very different experiences, backgrounds, very different beliefs and it takes a long time to even start speaking the same language - Inhomogeneous group of teachers
- What incentives can we offer to this inhomogeneous group of teachers in order to attend further education courses - advantages/disadvantages of fees for programs and further education courses
- How can we increase the effectiveness of courses; How can we assure an effective professional development of our teachers in that way that there is an impact on student outcomes; how can we support teachers impacting on their practice

Main recommendations:

- There needs to be serious research in the field of continuing professional development of teachers – resources – financial resources – time as a resource in this context
- Cycle – research into practice and practice into research; kind of process - combination of research and practice
- Teacher-driven development in the field of continuing professional development of teachers; A teacher him/herself should be very much in the focus of continuing professional development - we have to ask teachers about their problems, challenges arising from e.g. diversity in classrooms, need to get some information “bottom up”