

**TE - Induction period and
continuing professional
development in Luxembourg**

ENTEPE International conference

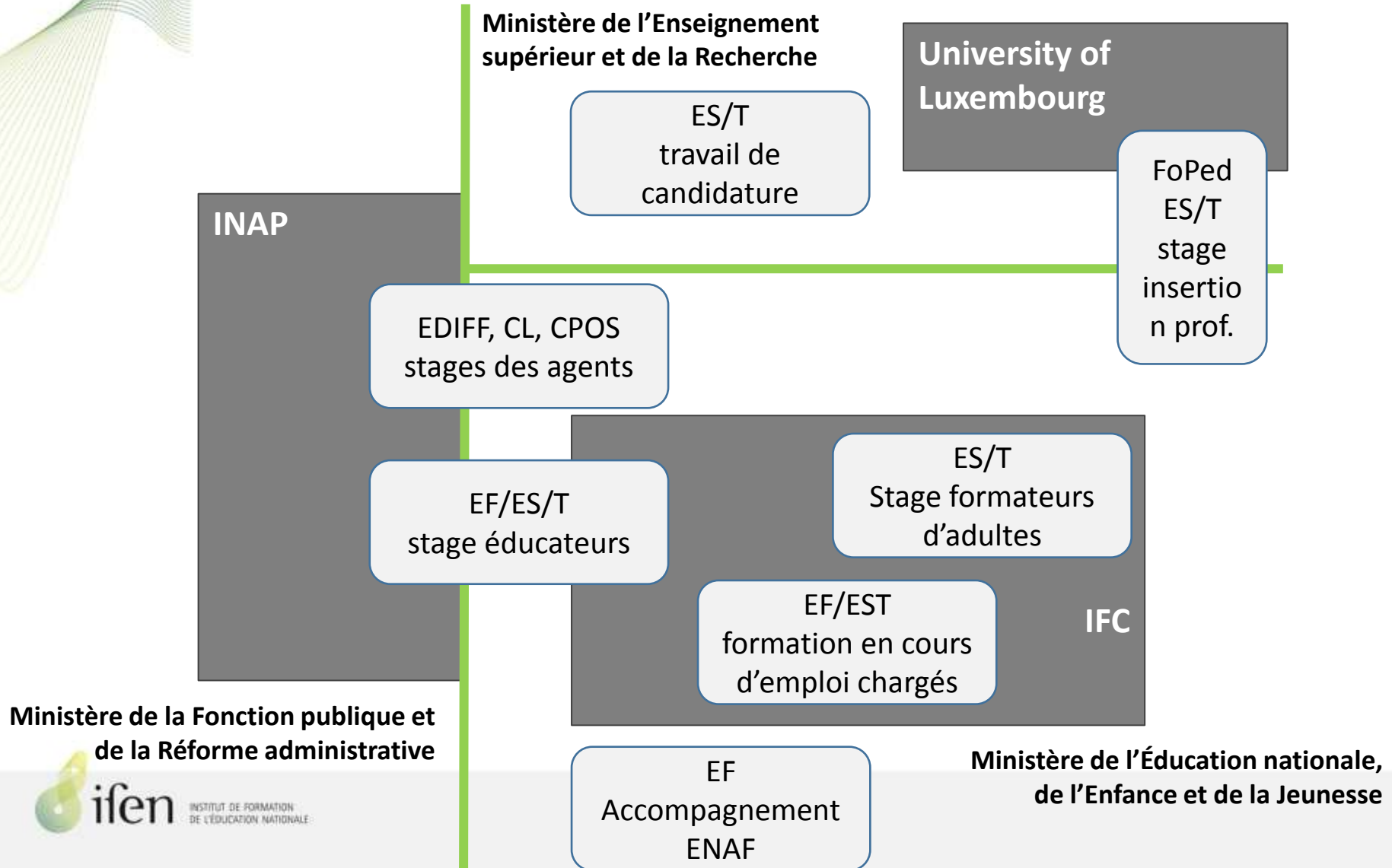
Friday, 20th November 2015



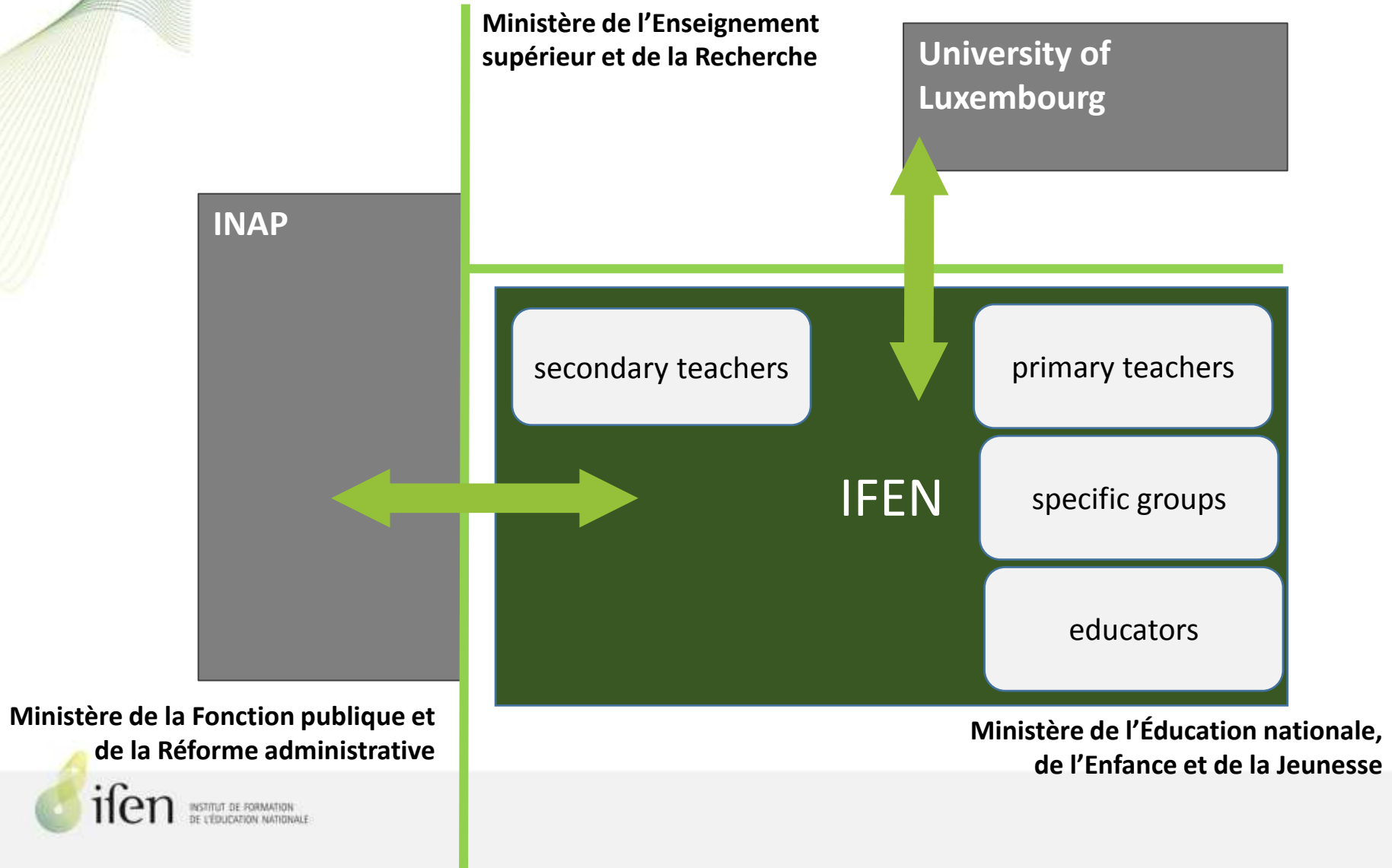
Topics

1. Context
2. IFEN – Institut de formation de l'Éducation nationale
3. System-wide Induction period
4. Continuing professional development

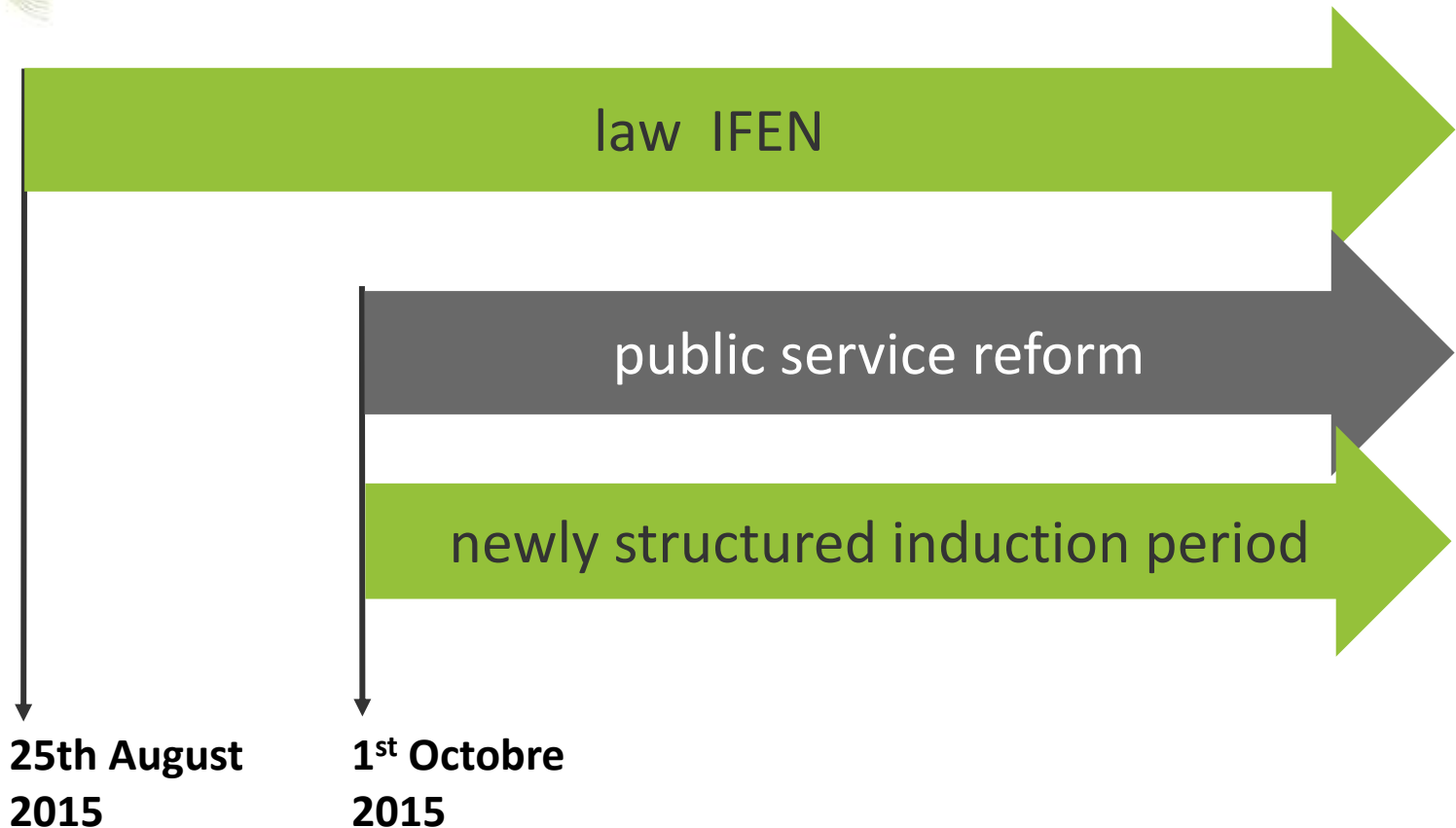
1. Context – IP-operators in the past



1. Context – IP-operators in the future



1. Context - legislation





2. IFEN - missions

- > To design, program, implement and assess
- > the induction period and continuous professional development
- > of all categories of employees of the ministry of education

2. IFEN - structure

Département des stages

Division du stage de
l'enseignement fondamental

> primary school
teachers

Division du stage de
l'enseignement secondaire

> secondary
school
teachers

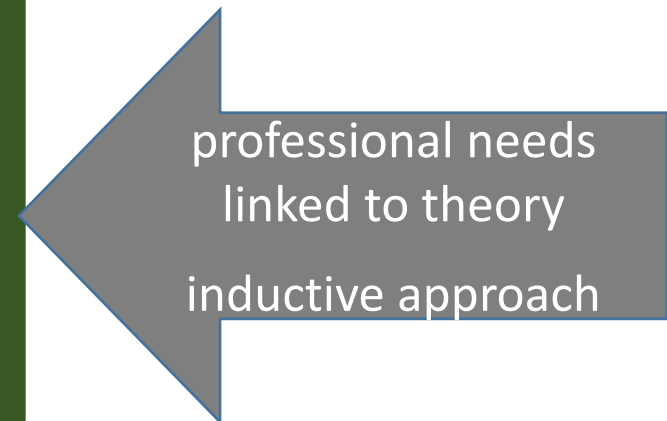
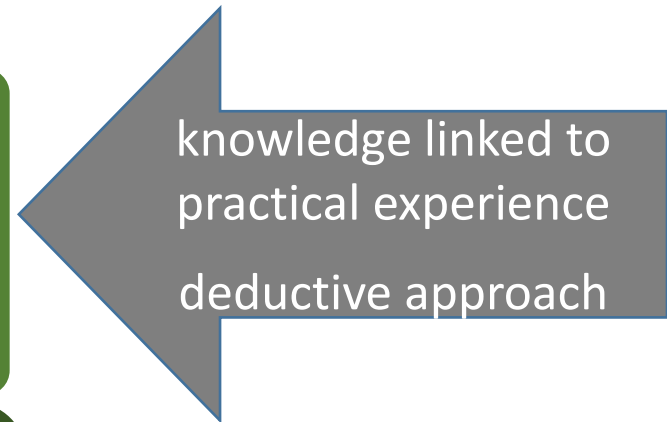
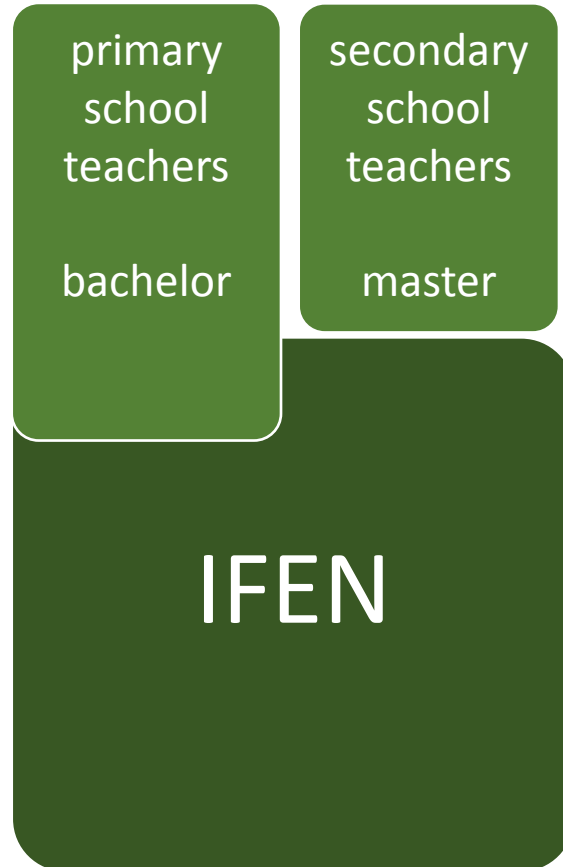
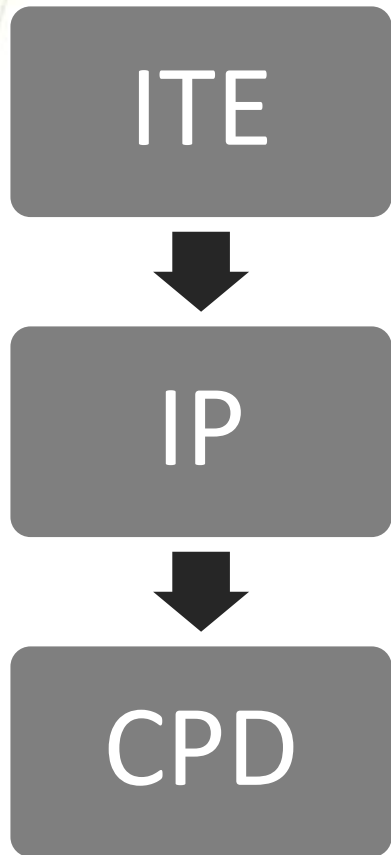
Division du stage du personnel
éducatif et psycho-social

> social education
workers

Département de la formation continue

> all categories of
employees

2. IFEN - action





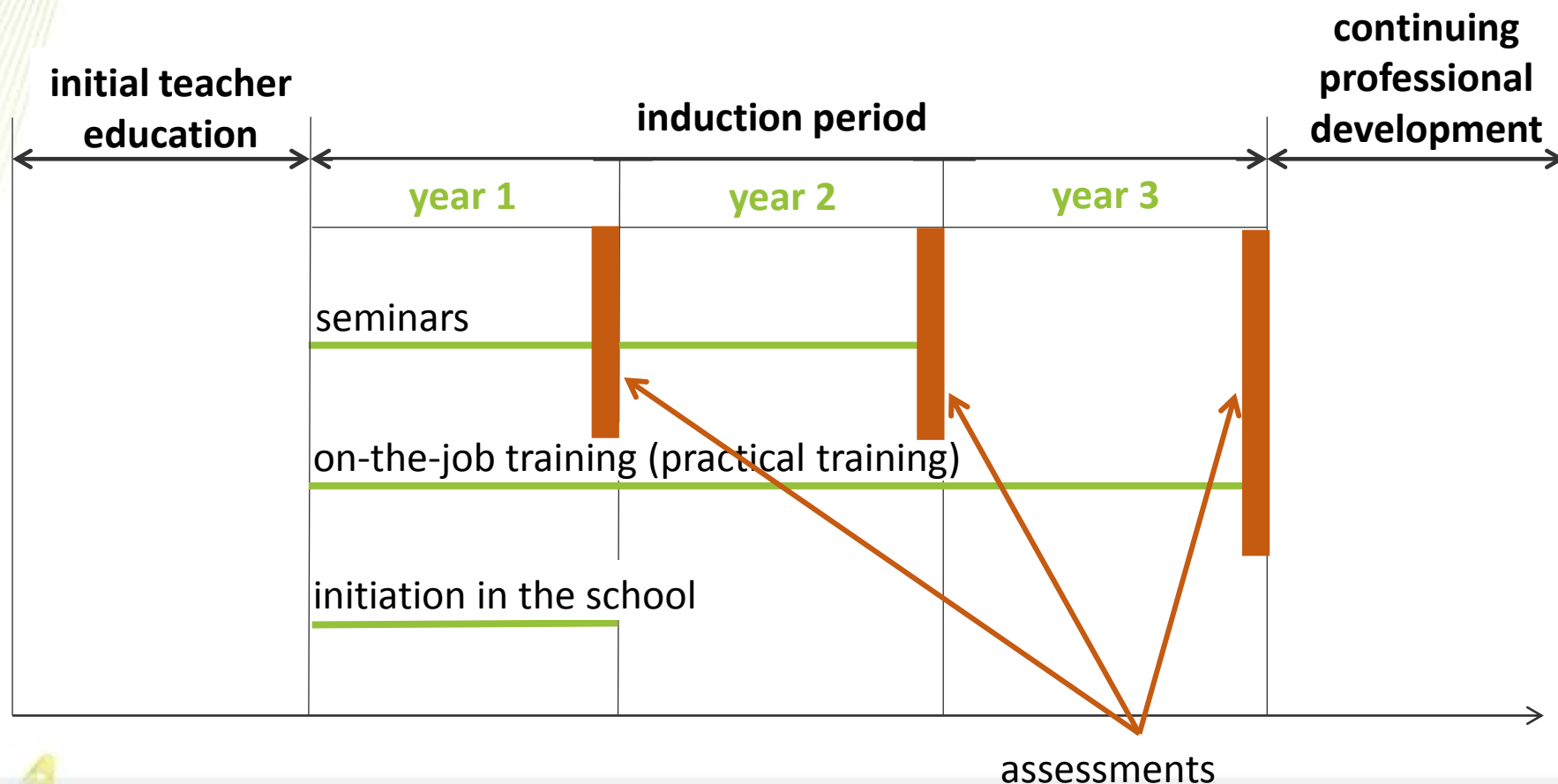
3. Induction period - objectives

- > facilitate the transition between initial teacher education and the profession
- > consolidate knowledge, skills and attitudes
- > facilitate professional and social integration of new teachers in their schools
- > support new teachers in a professional, social and personal dimension
- > prepare new teachers to their role of civil servant

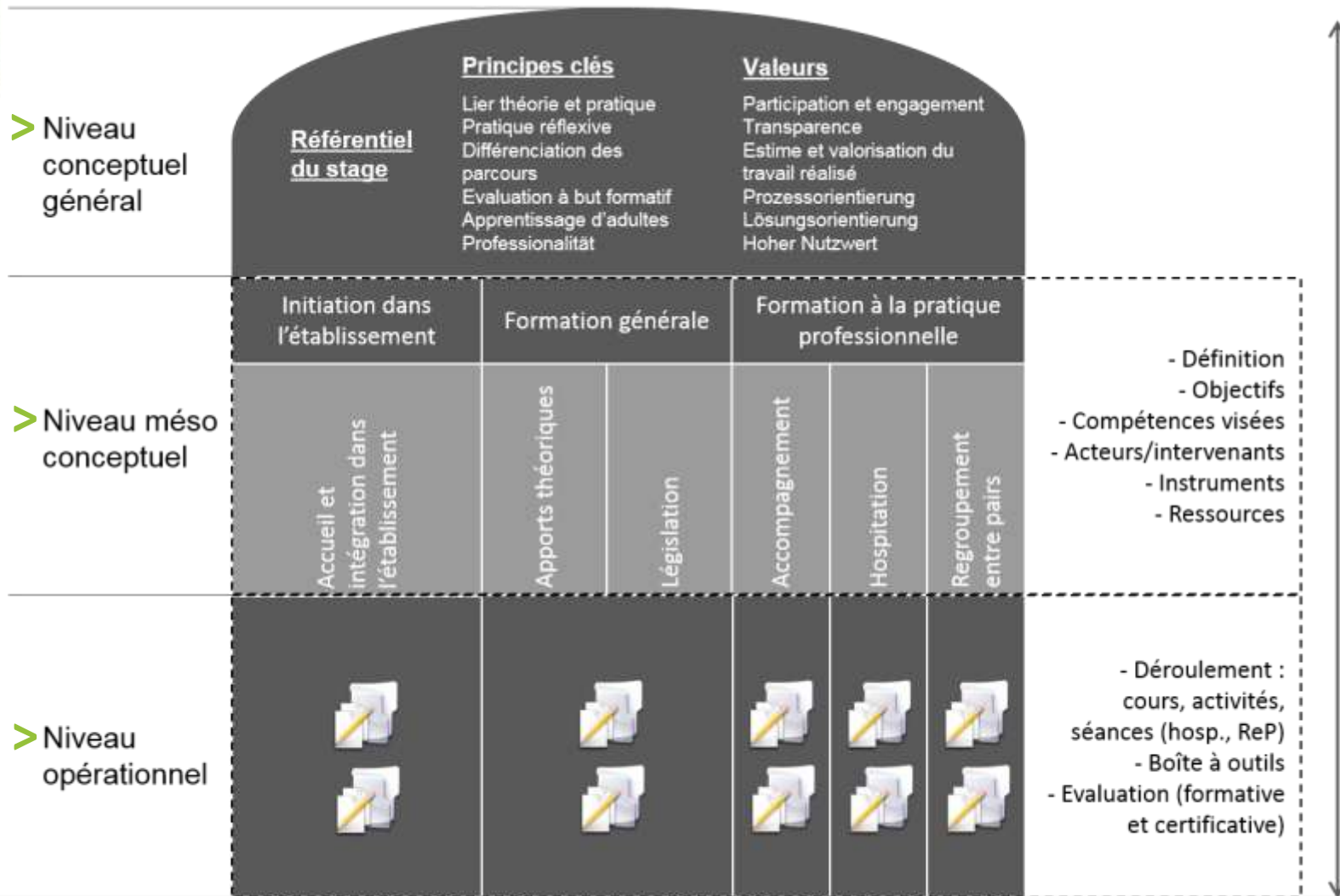
3. Induction period - structure

seminars	IFEN
pedagogics and didactics legislation	
practical training	school
mentoring peer groups hospitation	
initiation in the school	
adminstrative, technical and pedagogical initiation	

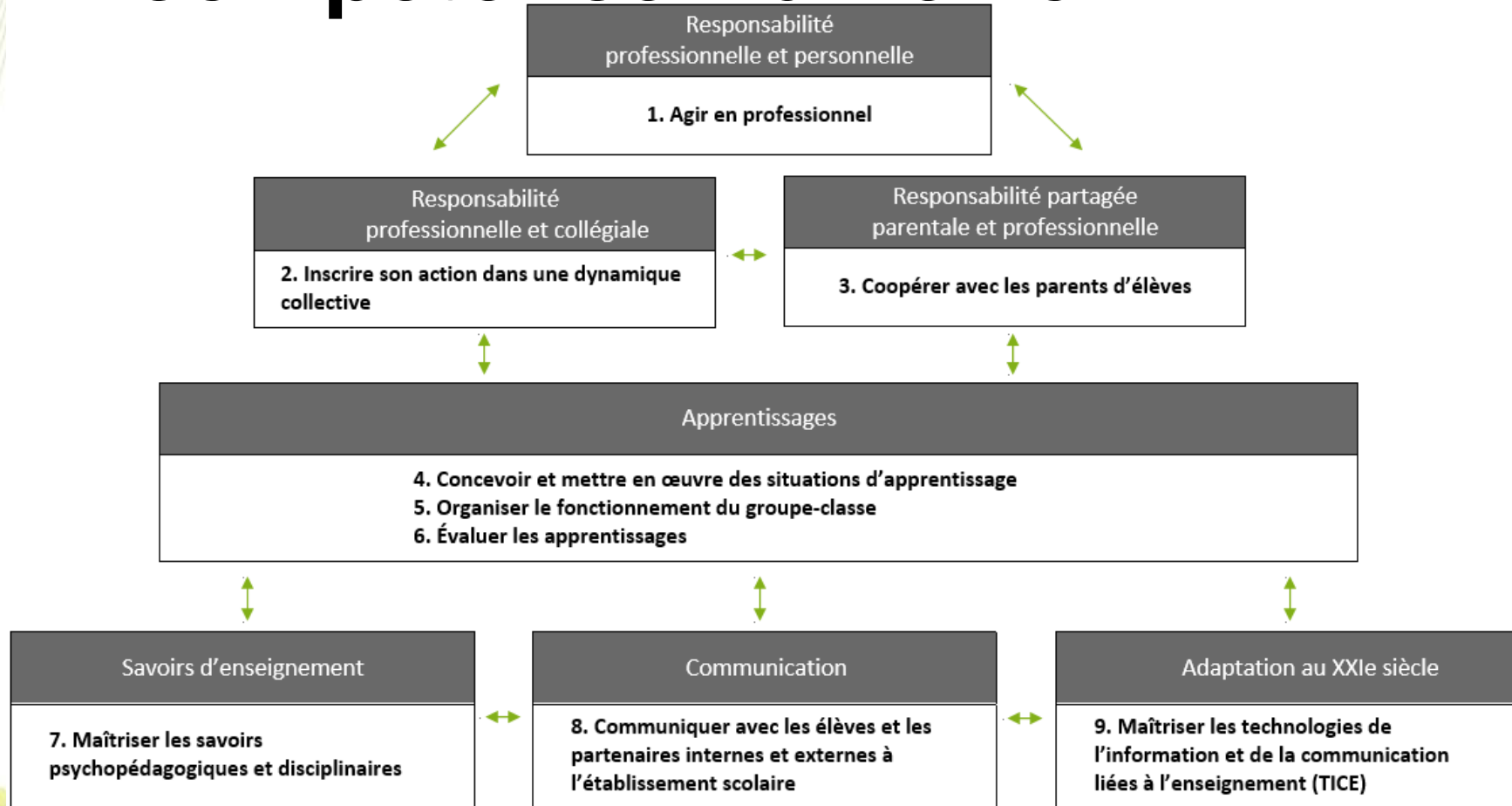
3. Induction period - structure



3. Induction period - concept



3. Induction period – competence framework



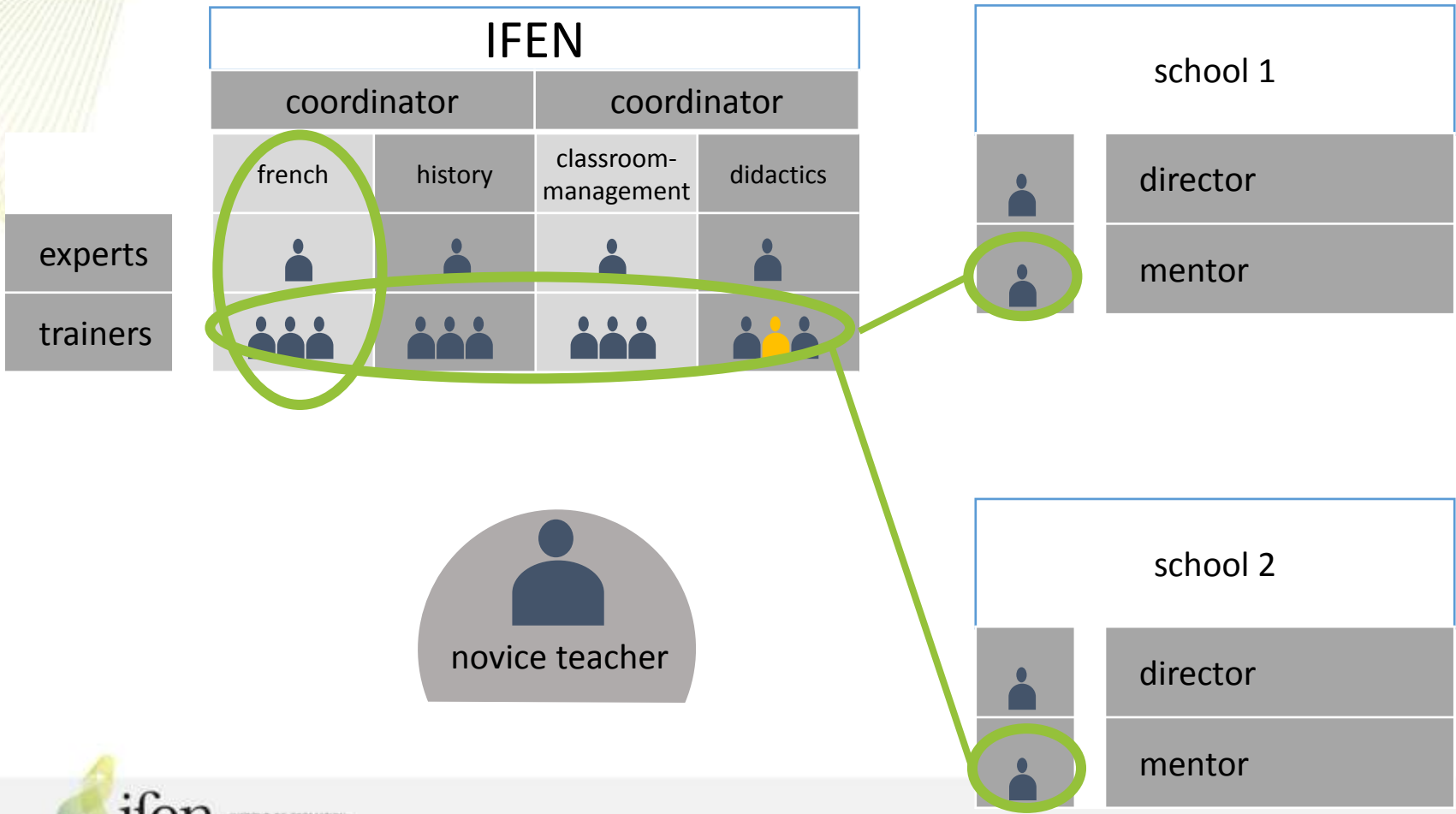


3. Induction period – instruments

- > logbook : compilation of administrative documents
- > portfolio : documentation of the learning process
- > brochure : basic informations on the induction period

3. Induction period – actors

Life's e



3. Induction period – challenges

Organization

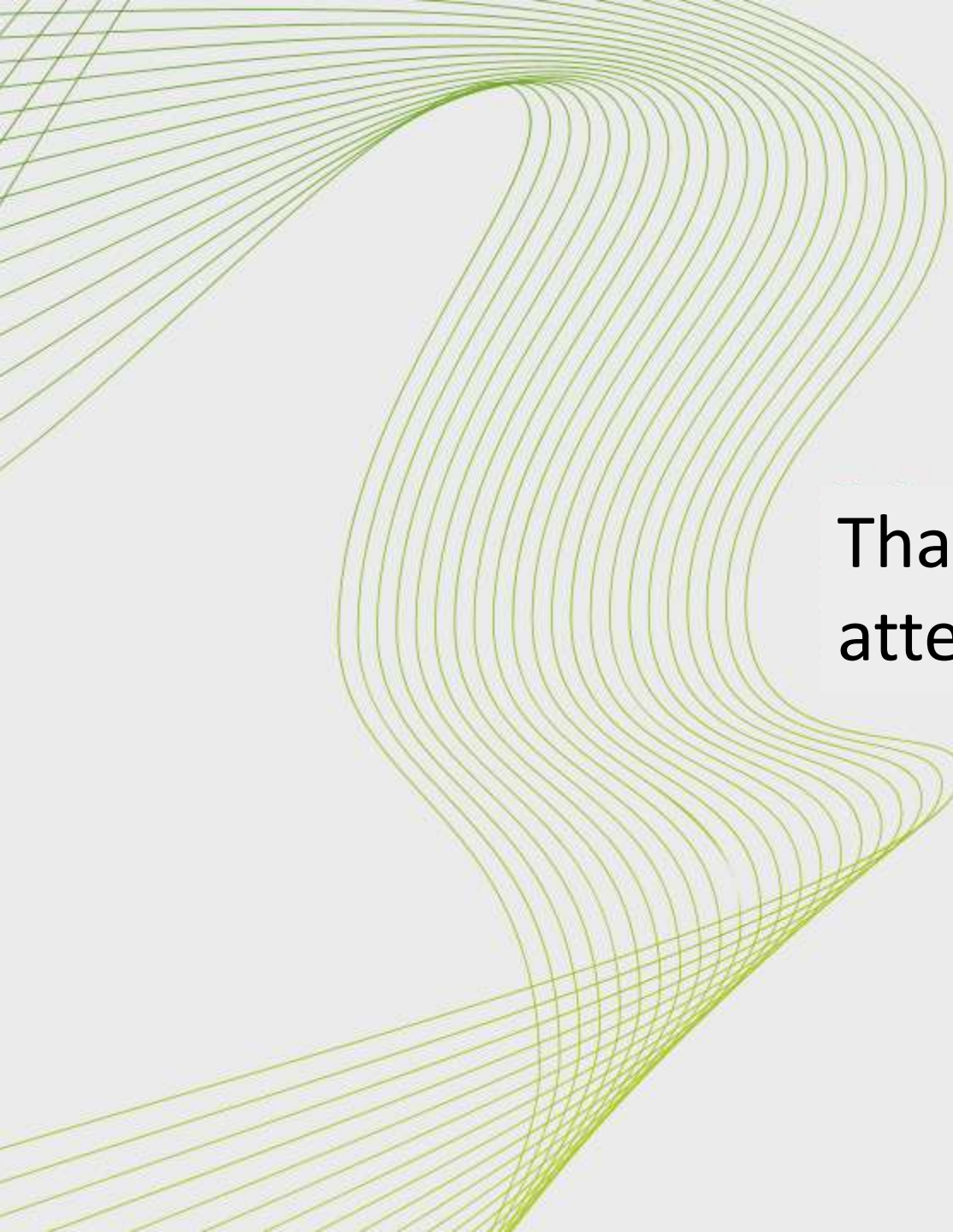
- > install self-reflection as a basic concept of professionalism
- > pass information to all the actors
- > training of mentors and tutors
- > quality of tools, especially assessment tools
- > workload of novice teachers
- > cooperation with universities and experts

Management

- > staff resources
- > quality management

4. Continuing professional development

- > variety of formats
- > promotion of peer-learning formats : networking, hospitation
- > training offer for individual registration (60% of total) and for in-house-trainings (40%)
- > compulsory CPD of 8 h/year in primary and 16 h/year in secondary schools
- > assessment of all the courses



Thank you for your
attention!