



International Teacher Leadership



ITL Bucuresti

Network Event: 20 – 22 May 2011



OPEN SOCIETY INSTITUTE



Centrul
Educatia
2000+



ProDidactica
CENTRUL EDUCATIONAL



Background

The meeting was organised by Centre Education 2000+, Bucuresti with support from Mona Chiriac from Cambridge. Invitations were extended to participants from Romania (Bucuresti and Iasi) and the Republic of Moldova. In Bucuresti, ITL is promoted and co-ordinated by Centre Education 2000+ (coordinators: Sorin Coman, Eugen Palade and Anca Nedelcu), in Iasi by Faculty of Psychology and Sciences of Education, Al I Cuza university (coordinator: Ciprian Ceobanu) and in the Republic of Moldova by ProDidactica (coordinators: Rima Bezede and Viorica Goras-Postica). Mona Chiriac has also supported the Iasi team and helped with the organisation of this event. David Frost from Cambridge was a guest of honour and a keynote speaker. The translation throughout the event was made by Cristina Popa and Mona Chiriac.

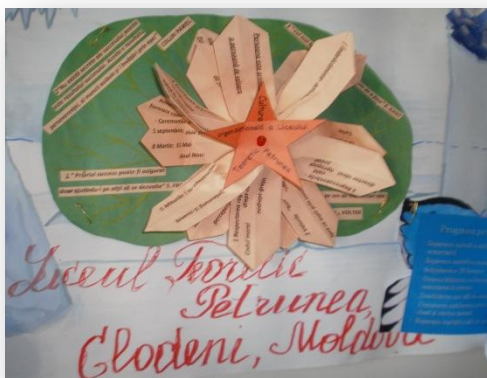
Participants

Bucuresti, Romania		
Name of Participant	Institution represented	Other information
Viorica Avram	National College 'Grigore Moisil'	Teacher participant in ITL
Simona Buiu	National College 'Grigore Moisil'	Teacher participant in ITL
Luiza Constantinescu	National College 'Grigore Moisil'	Teacher participant in ITL
Gabi Dinu	National College 'Grigore Moisil'	Teacher participant in ITL
Raluca Mihailescu	National College 'Grigore Moisil'	Teacher participant in ITL
Alexandra Sfirlogea	National College 'Grigore Moisil'	School psychologist participant in ITL
Iasi, Romania		
Gabriela Foca	'Al. I. Cuza' Secondary School	Teacher participant in ITL
Claudia Vorniceanu	'Al. I. Cuza' Secondary School	Teacher participant in ITL
Dana Busuioc	National College 'Garabet Ibraileanu'	Teacher participant in ITL
Gabriel Timothe Tumac	National College 'Garabet Ibraileanu'	Teacher participant in ITL
Republic of Moldova		
Tatiana Bujac	'Emil Nicula' Secondary School, Mereni, Anenii Noi	Teacher participant in ITL
Larisa Caragi	'Emil Nicula' Secondary School, Mereni, Anenii Noi	Deputy headteacher participant in ITL
Lidia Cretu	'Emil Nicula' Secondary School, Mereni, Anenii Noi	Headteacher participant in ITL
Aliona Cechina	'Liviu Damian' Secondary School, Riscani	Teacher participant in ITL
Zinaida Lazari	Petrunea Secondary School, Glodeni	Teacher participant in ITL
Feodora Maican	Petrunea Secondary School, Glodeni	Teacher (primary) participant in ITL
Other participants		
David Frost	Faculty of Education, Cambridge	ITL Director, guest speaker
Monica Dvorski	Centre Education 2000+	Director of Education 2000+
Sorin Coman	Centre Education 2000+	ITL coordinator in Bucuresti and organiser of the event
Mona Chiriac	Cambridge University, Barclay School	Promoting ITL in Romania and organiser of the event
Rima Bezede	ProDidactica, Chisinau	ITL Coordinator, Republic of Moldova
Viorica Goras-Postica	ProDidactica, Chisinau	ITL Coordinator, Republic of Moldova

Oana Ciuchi	Counsellor CPD Bureau, Ministry of Education	Guest to the Event
Roxana Maria Gavrilă	'I.G. Duca', no. 146 School, București	Possible ITL member next year
Ienulescu Sorin	National College 'Grigore Moisil'	Possible ITL member next year
Ioana Neacsu	National College 'Grigore Moisil'	Posibil tutor in ITL Bucuresti
Ligia Palade	National College 'Grigore Moisil'	Current tutor in ITL Bucuresti
Anca Petrache	Economical College 'Virgil Madgearu', Bucuresti	Possible ITL member next year

Day 1: Friday, 20th May 2011

The first day of this event begins with participants arriving about 15 min. before the start of the conference and arranging their display to show their national and local contexts.



Welcome participants - Sorin Coman from Centre Education 2000+ (Coordinator of ITL in Bucuresti, host and organiser of the event) opens the 2 days of conference.

Centre Education 2000+ - Monica Dvorski (Director of Centre Education 2000+) makes a short presentation of the organisation and discusses the need of such an initiative in the current educational climate in Romania.

ITL – brief introduction - David Frost's talk touches mainly on the following points:

- ✓ the beginnings of the ITL project,
- ✓ the leadership potential in all teachers, with or without formal positions of responsibility,
- ✓ the HertsCam Network,
- ✓ the countries that are currently in the project,
- ✓ the aims of the project.

Teacher Leadership and School Improvement - David Frost brings more clarity on the concept and emphasises the importance of Teacher Leadership to school improvement. David's speech explores the following:

- ✓ The problem with the heroic leadership paradigm
- ✓ Ways to build a professional learning community
- ✓ Schools as communities of learning and of leadership
- ✓ The role of leadership in a learning community
- ✓ Leadership density
- ✓ Teacher Leadership – the ITL understanding of this concept
- ✓ Teacher Led Development Work – an approach to supporting teachers' leadership
- ✓ Characteristics of development work

The speech also presents a few vignettes to underpin the concepts explored and help the audience link the theory with practice.



Analysis of the local contexts - Rima Bezedo (ProDidactica, coordinator of ITL in the Republic of Moldova) leads the workshop. Participants are asked to create a SWOT analysis of their sites and share it with the rest of the group. A discussion starts and teachers ask questions and find answers on the specifics of each site, thus gaining a deeper understanding of the contexts in which ITL operates in Romania (Bucuresti, Iasi) and in the Republic of Moldova.

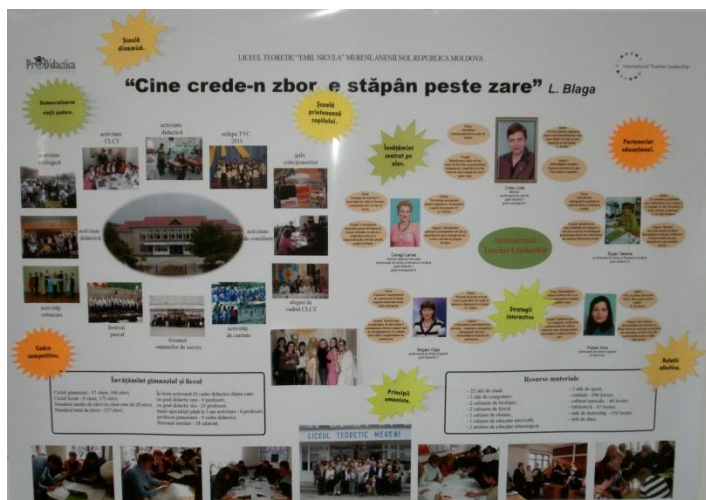


Day 1 of the Conference closes with dinner at a restaurant with traditional folk dances. Networking continues over dinner.



Day 2: Saturday, 21st May 2011

Day 2 of the Conference starts with participants putting up their displays.



Sharing our projects (part 1) – Mona Chiriacleads this workshop where teachers share their professional concerns, dilemmas, ideas, projects. The following sessions take place:

Name of participant	Workshop
Raluca Mihăilescu <i>National College 'G. Moisil', București, Romania</i>	The education of moral values to secondary school students
Aliona Cechina <i>'Liviu Damian', Secondary School, Rîșcani, Republic of Moldova</i>	Developing creativity through interactive methods in English lessons
Simona Buiu <i>National College 'G. Moisil', București, Romania</i>	Using ICT in teaching and learning
Zinaida Lazari <i>'Petrunca' Secondary School, Glodeni, Republic of Moldova</i>	Maximizing the use of differentiated activities in Russian lessons
Lidia Crețu <i>'Emil Nicula' Secondary School, Mereni, Anenii Noi, Republic of Moldova</i>	A cross-curricular approach to Chemistry lessons



Other guests arrive, including Oana Ciuchi (advisor in the CPD Office in the Ministry of Education).

Teacher Leadership – The Challenge for School Principals – David’s speech focuses on the following:

- ✓ Challenges headteachers face in cultivating the belief that schools can make a difference, in improving their school and in cultivating the leadership of others in their schools
- ✓ Leadership as key to school improvement
- ✓ The ‘heroic leadership’ paradigm and the problem of sustainability of such a leadership style
- ✓ Distributed leadership and leadership density
- ✓ The role of leadership in a learning community
- ✓ Ways in which headteachers can support teacher leadership and build a professional culture in their schools

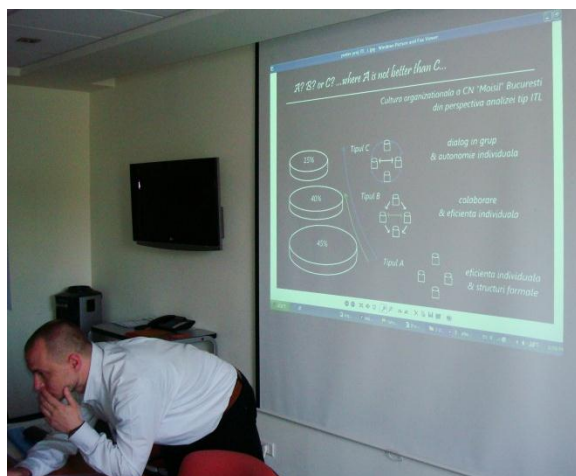
David’s speech is supported by photographs and vignettes from Istanbul, Athens, HertsCam and Bulgaria to underpin the concepts and help the audience see their application in practice.



A short coffee break allows more networking to happen.

Sharing our projects (part 2) – Mona Chiriac. The workshop continues with other participants sharing their projects and their professional concerns. This part has the following sessions:

Name of participant	Workshop
Viorica Avram <i>National College, 'G. Moisil', București, Romania</i>	Motivating and actively engaging students in their own learning
Tatiana Bujac <i>'Emil Nicula' Secondary School, Mereni, Anenii Noi, Republic of Moldova</i>	Using multiple intelligences in Romanian lessons (Year 9 students)
Alexandra Sfirlogea <i>National College 'G. Moisil', București, Romania</i>	Improving communication between students and teachers in our school.
Dana Busuioc <i>'Garabet Ibrăileanu' Secondary School, Iași, Romania</i>	Giving students' responsibility about cleaning the litter in our school
Feodora Maican <i>'Petrunca' Secondary School, Glodeni, Republic of Moldova</i>	Creative learning in Romanian lessons (Year 3 students)
Gabriel Timothe Tumulac <i>'Garabet Ibrăileanu' Secondary School, Iași, Romania</i>	Improving student-student communication
Larisa Caragi <i>'Emil Nicula' Secondary School, Mereni, Anenii Noi, Republic of Moldova</i>	Strategies for motivating students in the learning to learn process



Feedback, impressions - Sorin Coman leads this session. Some of the teachers' comments are below:

- ✓ I realised that the school's problems belong to all of us
- ✓ I learnt ideas of how to make the teaching and learning process explicit to our students
- ✓ I learnt new ways of doing things
- ✓ I learnt new approaches so that I manage to get through the curriculum whilst not neglecting the overall development of my students
- ✓ I enriched my professional knowledge

- ✓ I learned how to adapt and improve my practice
- ✓ I found out the impact such a development work can have on students, teachers and the entire school

Collaborating in ITL and the importance of an action plan - Monica Dvorski (Director of Centre Education 2000+) gives a speech on the importance of having a vision, objectives and planning. She refers to quotes from literature and is asking the audience questions.



Lunch gives participants opportunities to network, engage in professional conversations and explore ways of disseminating the knowledge gained at the event with colleagues from their schools.

After lunch David says good-bye as he has to catch a flight to the UK. He thanks the participants and shows his appreciation for the work they have done in this project. Last chance for the group photograph:



Impact and planning for impact - Viorica Goras-Postica leads this workshop. She uses one of the HertsCam tool and asks participants to discuss in groups and reflect on the impact of their projects. Participants also reflect on the difference between the planned impact and the one achieved. Some of the planned impact is showed below:

- ✓ Improving students' attitudes and disposition towards learning
- ✓ Improved metacognition
- ✓ Improved results
- ✓ Improving students' motivation
- ✓ Improving students' self-esteem
- ✓ Impact on students' behaviour
- ✓ Improving students' creativity and colleagues' creativity in teaching

Teachers mentioned that in the process, their empathy towards students increased.



What is evidence in the developmental work and how do we capture it? – Mona Chiriac leads a session where participants are asked to reflect on different ways of capturing evidence in their developmental work. Alternative methods, other than the classical questionnaires are considered. The point was also made of how the evidence captures the story of the developmental work in the final portfolios and how to use the information to maximize impact.

Leadership – Challenges and opportunities – Mona Chiriac leads a workshop where the following ideas are explored:

- ✓ Types of leadership
- ✓ What types of leaders are we?
- ✓ What leadership style is needed in ITL?
- ✓ How does it feel like when you are a leader?
- ✓ How do we lead a developmental work?



Participants are asked to reflect on their own experience of leading a project in ITL and discuss their own styles of leadership, their challenges in this process and the opportunities created.



Close of conference and feedback – Sorin Coman closes the conference and asks participants for feedback under 3 main headings:

- ✓ I learnt that.....
- ✓ What went well.....
- ✓ Even better if.....

Some of the participants' feedback is shown below:



I learnt...

... about the importance of collaboration in all activities

... to share my experience and to learn from others

... what leadership is and how to improve my developmental work

... to look for the 'right' partners in my project and to collaborate

... that projects may have a diverse impact

... what my next steps should be

... how to make my practice more diverse

... to think small and concise to achieve big things

... a lot of things about other peoples' projects

... that it is not easy to be a leader

New ways of collaborating and gathering evidence

... that individual students should also be consulted about school matters

... about community of learners

... a lot of things I will apply in my practice

What went well...

The collaboration and the communication

The organisation, ideas and the purpose of the programme

The presentation of the projects and the posters

The presentation about being a leader made with the use of images

David's speech and presentations

Clarifying the concepts of leader/leadership

... the activities we did

Sharing the projects and the professional concerns

The discussions we had with our colleagues

The fact that everyone in the room was involved

The dinner and the venue. Very good food

...I now understand the requirements and how to build my portfolio

Even better if ...

... the sessions were shorter, more frequent and organised over more days

... you invite to these events people with legislative power

... we could know all of our colleagues' projects

... we had linked all the activities to our specific realities (too much theory)

Sometimes the language was too pedagogical

... next event were in Iasi (it is closer to most participants)

... we had been told beforehand what we had to prepare

... the sharing of projects were done between the 3 different sites