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Future of the teacher profession - competences and skills

Irina Avdejeva, Vice President, LIZDA

Dita Štefenhagen, HE and Science Expert, Foreign Affairs Coordinator

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Training course

"Professionally Supported Novice Teacher"

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«Development of Support System for Novice Teachers» (SupportTeachers)

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Education is changing!
Forget being traditional –
the role of the teacher is transforming into a new
capacity



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Learning is more important than teaching

- Teacher's role is no longer just to convey information.
- A study conducted in Finland showed that 80% of the lesson time is spent by teacher and only 20% by students.
- It should be the other way around - students are active doers.



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Labor market changes

- Technology adoption will remain a key driver of business transformation in the next five years.
- Over 85% of organizations surveyed identify increased adoption of new technologies and broadening digital access.
- Employers anticipate a structural labour market churn of 23% of jobs in the next five year, but teaching profession isn't one of them.
- Jobs in education industry are expected to grow by about 10%, leading to 3 million additional jobs for vocational education teachers and university and higher education teachers.

Source: World Economic Forum, 2023.



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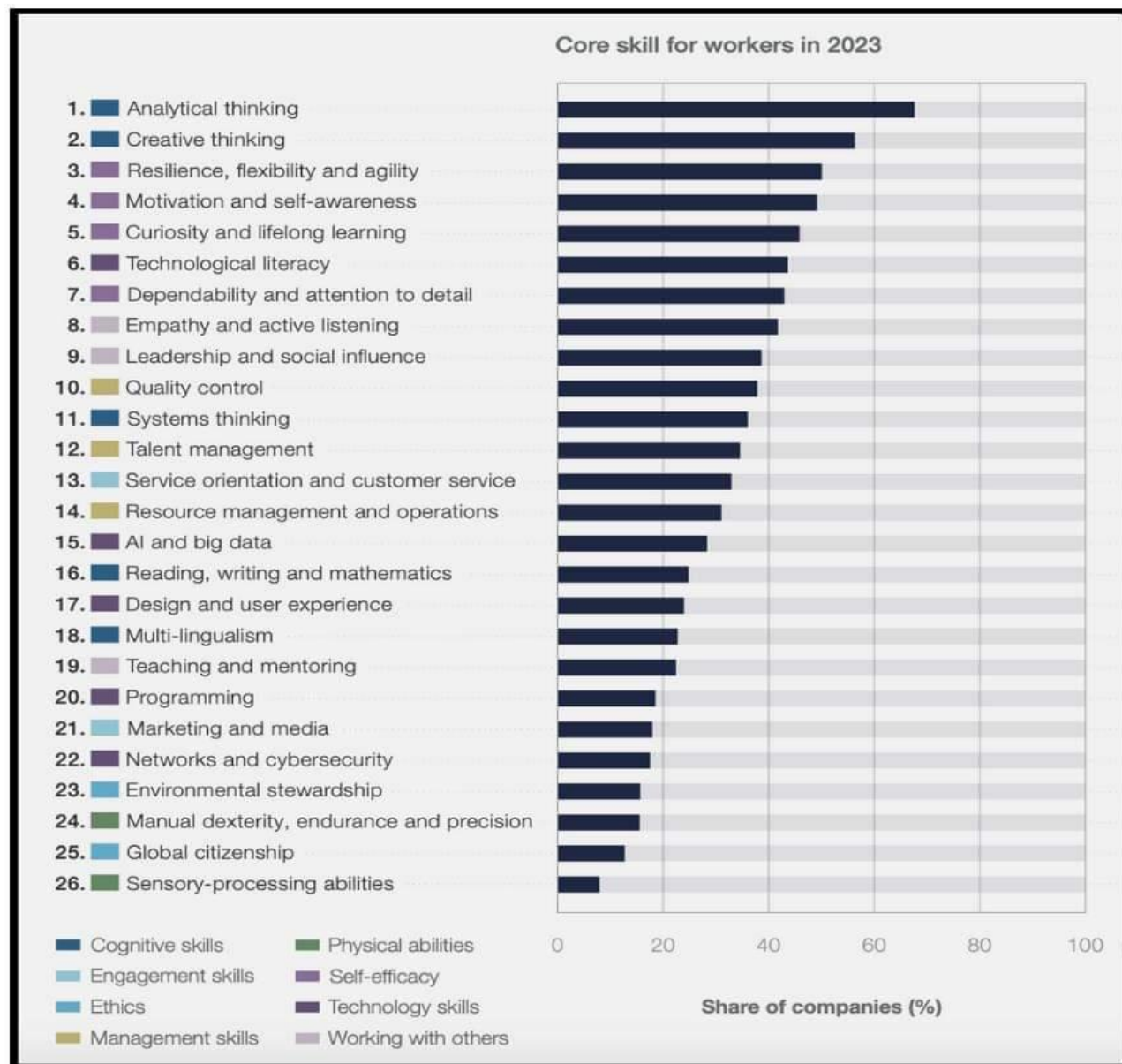


TOP skills by World Economic Forum research

- **Analytical and creative thinking** remain the most important skills in 2023. Considered a core skill by more companies than any other skill and constitutes, on average, 9% of the core skills reported.
- Other skills reported- **creative thinking, resilience, flexibility and agility, motivation and self-awareness, curiosity and lifelong learning.**
- Six in 10 workers will require training before 2027, but only half of specialists (including teachers) are seen to have access to adequate training opportunities today.

Source: WEF, 2023.

The most needed skills for 2023-2027





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TOP technology adoption 2023-2028

- Digital platforms and apps - education and workforce development technologies.
- Big-data analytics Internet of things and connected devices.
- Cloud computing Encryption and cybersecurity E-commerce and digital trade.
- Artificial intelligence, image and voice processing augmented and virtual reality.
- Power storage and generation electric and autonomous vehicles.
- Robots, non-humanoid.

Source: WEF, 2023



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No 1. Digital skills – eTeacher

- Help teachers enhance their digital skills and knowledge - the stepping stones to success in the teaching profession.
- Working with digital educational technologies in order to use them effectively in learning process.
- Create online assessments, quizzes, worksheets and other technological apps and tools.
- For traditional teachers it's important to first learn the basics of technology:

How do most apps work?

What do I do with that link?

How can I get something to my students?

How can I get my screen displayed on the wall?

- Once you know the basics, it's easier to understand more advanced features, apps and tools.



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No 2. Methodology

- **Make learning fun, interactive and engaging** for students.
- **Efficient learning methods** to provide the best education to students, not just information - **classroom projector, smart boards, and interactive whiteboards** to make the class more engaging.
- **Teaching methodologies** - continuous professional development and tracking of innovations is important to use the latest teaching methods and strategies.
- Adaptability with professional training: teachers must be ready to adapt to the changing conditions of the educational environment and methodology, including adapting teaching plans **to meet individual needs and technological innovations.**



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**SUPPORT
TEACHERS**

No 3. Communication and cooperation

- Essential for all - **students, parents and colleagues**. Teachers must be able to express themselves clearly, be well understood and convey information effectively.
- **Work in teams**, both with other teachers and other professionals- **lower the workload by working together!**
- **Share your practical experience, ideas and resources** - do you know how your colleagues teach, what materials they use and how they interact with their students?



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No 4. Continuous professional qualification

- School's efforts – **how to motivate teachers.**
- Every year, 6-8 million EUR are spent from state funds for teachers of different ages for professional qualification (Päivi Nilivaara, Finland, 2023).
- Courses are usually organized by universities or private organizations.
- The problem is that there are some teachers who want to participate in such courses regularly, and there are educators who do not want to attend them.



No 5. Ability to provide feedback

- Develop clear, precise **mechanism of feedback** - digital tools and platforms, keep track of your students' progress and improvement.
- The future teacher won't value **benchmarks and grades anymore**. Real value of student is its **progress**. It doesn't matter from where he started. Growing is the real accomplishment.
- **Positive and encouraging feedback** during class is the best thing a teacher can give to students.
- Helping students to find their own way **to solve various problems** we present them with. This leads to how we **choose the subject content** we teach in class. Not only the teacher, but also **students should set their own individual learning goals**. To do this, they need to know the purpose of the lesson.
- The main task of a teacher is to make sure that students **understand what is expected of them**.



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No 6. Leadership

- **Engagement and motivation** - ability to engage students and create interest in learning is essential to being a successful leadership teacher.
- **Leadership** - a practical skill, encompasses the ability of an individual, group, or organization to "**lead**", **influence**, or **guide other individuals, teams**.



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No 7. Emotional intelligence, critical thinking, problem solving

- Understand and **support students emotionally**, especially in difficult moments. **Empathy helps to build good relationships** and a positive learning environment.
- **Cultural sensitivity and multicultural competence**- ready to work with students from different cultures and adapt teaching materials and approaches to the needs of different cultures.
- **Critical thinking and problem solving** - teachers should encourage students' critical thinking by providing opportunities to analyse information, develop arguments and solve problems. Think critically, communicate clearly, collaborate effectively, and be creative – what you teach.



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No 8. Speed – but don't make it stressful

- The average attention span of a person has shrunk from 12 sec in 2000 to 8 sec nowadays!
- That's one second less than that of a goldfish!
- To respond to that phenomenon, **interactive lessons can help to keep your student's attention a bit longer.**



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Sources:

- Schoolnet Learning for Life, 2023
- BookWidgets Interactive learning, 2023
- Skola2030 – a national level project for changing teaching approaches, competence approach to curriculum from pre-school to higher education, started in 2016
- Future of Jobs Report, WEF, 2023



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Thank you for your attention!

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WORKSHEET for TOPIC NO 2

- **Discussion about the future of teacher profession – what is your opinion?**
- **Whats skills and competences, to your mind, will be needed**
- **How and by what means these skills will be developed at levels**
 - individual**
 - institutional (school)**
 - municipal/local/regional**
 - national**