

Conference Recommendations

Supporting teachers as tool of quality education – Attracting, recruiting and training of effective entry-year teachers in education

27-28 March, 2018

Sofia, Bulgaria

The conference jointly organised by the Bulgarian Unions of Teachers, Ministry of Education and Science of Bulgaria, the European Trade Union Committee for Education with the financial support of the European Union's Erasmus+ Programme resulted in

acknowledging, that

1. Quality education is a source of growth for Europe, based on highly qualified education personnel and on sustainable public investment as a core element of the post-2020 EU Education and Training Strategy;
2. The status of the teaching profession should be high in Europe in order to achieve high quality education for all European children now and in the future under the European Education Area;
3. Attracting the best students to the teaching career regardless of gender and socio-economic background is a requisite of high quality education in Europe.
4. Novice teachers face numerous challenges deriving from high expectations and changing requirements from the schools, students, parents, the society and the labour market;
5. Teachers new to the profession need a high quality induction phase and support in order to retain them in the profession on a long term;

Therefore, we are committed to

6. Strengthen the teaching profession at local, national and European level through adequate financial, pedagogical, professional and social support, including encouraging gender equality, decent working conditions and employment stability in the profession;
7. Ensure that initial teacher training and continuous professional development of teachers are updated to different requirements including ensuring democratic values and European citizenship, working in multi-cultural environments, digitalization and the use of IT tools;
8. Take steps to achieve a high quality induction phase supported based on mentoring, career guidance, cooperative work environment among teachers and on appropriate number of teaching practice hours;
9. Improve continuous professional development by linking teachers' needs to universities'/training centres' training programmes and by supporting them to participate in international mobility in order to promote the retention of teachers and their career development;
10. Encourage education authorities and employers in education to support the participation of teachers and school leaders in continuous professional training development programmes through different means, such as appropriate funding and ensuring work-life balance, and training during the working time;
11. Provide high quality support to teachers through effective and meaningful social dialogue, by acknowledging the professional competence of education trade unions, and consultation with relevant stakeholders;