

PRO DIDACTICA

ACTIVITY REPORT

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I. GENERAL INFORMATION

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Educational Center PRO DIDACTICA is a non-governmental, non-profit organization, founded in 11 August 1998.

The mission of Educational Center PRO DIDACTICA is to promote the principles of an open society through supporting individuals and organizations interested in continuous learning and development aiming at achieving personal and professional growth, and a better integration into the society.

In order to achieve that, PRO DIDACTICA is offering informational, training and consulting programs and services, focusing on development of life-long learning culture and skills, promotion of the values of the knowledge-based society, insurance of inclusion and equal chances for all, and supporting the European integration efforts through education.

Current portfolio of the Centre includes 22 training programs for teachers and educational managers, authorized and licensed by the Ministry of Education and the Chamber of Licensing of Republic of Moldova. The training certificates are recognized officially in the process of teacher in-service evaluation and professional advancement.

Long-term objectives include:

- Ensure continuous professional development center staff members and trainers to maintain and optimize quality of service;
- Diversify training (including promoting and developing distance learning), to respond more effectively to the specific requests of the direct beneficiaries- teachers and educational institutions;
- Providing further training materials and publications to meet the needs of beneficiaries;
- Diversify sources of financing;
- Increasing national and international partnerships;
- Increase the level of transparency in national and international level.

II. THE MOST IMPORTANT PROJECTS IMPLEMENTED BY PRO DIDACTICA

GRANTS:

- Strengthening Vocational Training in Moldova / CONSEPT component Organizational Development, with the financial support of the Foundation Liechtenstein Development Service- April 2015-June 2018;
- Strengthening Vocational Training in Moldova+/ CONSEPT+ component Organizational - Development, with the financial support of the Foundation Liechtenstein Development Service- January-June 2016;
- Partnerships for quality and relevance in ICT vocational education in Moldova- December 2015 – November 2018, sponsored by Austrian Development Cooperation
- Gender education for preventing and combating discrimination, with the financial support of the Soros Foundation Moldova, April- November 2016;
- Human resources development in education: from the strategic ideas to sustainable, with the financial support of the Open Society Foundations offered through Foundation Soros-Moldova – February-June 2016;
- Contributions to the professionalization of adult educators, with the financial support of the DVV International Moldova, September-December 2016;
- Mutual understanding through civic education on both banks of Dniester, sponsored by The Black Sea Trust for Regional Cooperation. A project of the German Marshall Fund, April 2016-May 2017;
- European Lessons, with the financial support of the Ministry of Foreign Affairs of Lithuania – January 1 – December 31, 2016;
- Open Education in Moldova: Here and Now!, with the financial support of the Institute of Open Society Foundation, in cooperation with the Education Support Program of the Open Society Foundation - January 1– September 15, 2016;
- Strengthening Vocational Training in Moldova / CONSEPT component Organizational Development, with the financial support of the Foundation Liechtenstein Development Service - 2012-2015;
- Advancing Quality in ICT Vocational Education in Moldova, December 2012 – May 2015, sponsored by Austrian Development Cooperation – December 2012-July 2015;
- Intercultural education on both banks the river Nistru, with the financial support of the European Union, co-financed by the United Nations Development Programme, Swedish Institute – May 2014 - February 2015;
- For qualitative reforms in education, with support from the Open Society Foundations through Soros Foundation Moldova - July 2014 to February 2015;
- The role of education in building confidence and social cohesion of multicultural societies, Implemented within EAST-EAST Program, Soros Foundation Moldova;
- Advancing NGOs capacity through community partnership, October 2012 – July 2013, sponsored by USA embassy;
- School communities in action: Creating the conditions for persistence in school of students from socially vulnerable families, with financial support “Emergency Fund”, an international program created by George Soros in summer 2009 to mitigate the negative effects of economic crisis in Central, Eastern and South-East and Central Asia– 2010-2012;
- Improving State Language Teaching in Gagauzia, financing by High Commissioner on National Minorities of the OSCE (Hague) and Federal Office for Foreign Affairs of Germany- August 15 – December 15, 2011;
- International Educational Leadership Project, with financial support by the Open Society Institute in Budapest - January 2010-July 2011;

- Advancing Educational Inclusion and Quality In South-East Europe (in partnership with CEPS, Ljubljana), with support financial by OSI, ESP Budapesta 2008-2010;
- CONSEPT – Consolidating the Vocational Education Sector in Moldova with the support financial of „Liechtenstein Development Service” – 2008-2010;
- Education for European Integration. Teacher training and materials development with financial support by SOROS Foundation-Moldova -2008-2009;
- Problems of non-native language teaching in schools in Moldova, with the support of Office of the High Commissioner on National Minorities of the OSCE (Hague)2008-2009;
- A Future for our Children with the support financial of „Liechtenstein Development Service” – 2007-2009;
- Summer School “Peace is in our hands”, with financial support by UNESCO Moldova – 2008;
- To improve school management and accountability (partnership with the Education Center 2000+ Romania) with support OSI initiative through RE:FINE – 2007-2008;
- Partnership for a quality education. Optimizing the quality of education by promoting interactive technologies and by establishing effective partnerships, with financial support by National Development Agency CONTACT/PBF – 2006-2007;
- Academic Success for Roma Children (in partnership with Ethno-cultural Diversity Resource Centre , Cluj, Romania) with support by Open Society Institute through RE-FINE Program – 2006-2007;
- Education for European integration. Curriculum Development, with financial support from Soros Foundation - 2006;
- Education for gender equity and equal chances, with financial support by SOROS Foundation-Moldova -2006;
- Education for community development. Optional course for secondary schools and teacher training program (partnership with the Educational Program “Step by Step”) with financial support by SOROS Foundation-Moldova -2005-2007;
- Promote tolerance and understanding of diversity toolbox for teachers – philologists, with financial support by Council of Europe, Confidence-Building Measures – 2005-2006;
- A Future for our Children. Involving communities in social integration of children from disintegrated families, with financial support by Open Society Institute through RE-FINE Program (Budapest)-2005-2006;
- Reading and Writing for Critical Thinking at university level: curriculum development from the RWCT perspective, with financial support by SOROS Foundation-Moldova, OSY New York and International Reading Association - 2004-2005;
- Teaching Romanian as a state language in minority schools. Teacher Training Program, with the support of Office of the High Commissioner on National Minorities of the OSCE (Hague) 2004;
- Reading and Writing for Critical Thinking in university education, with financial support from Soros Foundation-Moldova, OSY New York and the International Association of Reading - 2003-2004;
- Learning communities, with financial support by SOROS Foundation-Moldova, 2003-2005;
- Tolerance and social integration. Information and training, with financial support by SOROS Foundation-Moldova - 2003-2005;
- Education for otherness. Optional course of education for tolerance and ethnic otherness inhabiting through literature (high schools, colleagues, universities) with financial support from the U.S. Embassy – 2003 – 2005;
- Internet Education- Computer school discipline, with financial support by SOROS Foundation-Moldova – 2002;
- Cooperative Learning, with financial support by SOROS Foundation-Moldova - 2002-2003;
- Teaching Romanian as a state language in minority schools. Teacher Training Program, with the support of Office of the High Commissioner on National Minorities of the OSCE (Hague)- 2001-2003;

- Modernization of Pre-University Education, with the financial support by SOROS Foundation Moldova, 2001-2002;
- Internet PRO EDUCATION, with financial support by SOROS Foundation-Moldova - 1999- 2002 (www.proeducation.md);
- Development of National Curriculum and Teacher Training for lyceum in partnership with Ministry of Education from Republic of Moldova, with financial support of SOROS Foundation-Moldova – 1999;
- Reading and Writing for Critical Thinking at pre-university level, with financial support of SOROS Foundation-Moldova - 1998-2002;
- Modernization of Humanities Education program, with the financial support of SOROS Foundation-Moldova - 1998-2000.

CONSULTING SERVICES:

- Consultancy services for local mentor training in early education, services contracted by the Ministry of Education in the Global Partnership for Education project, implemented in partnership with Educational Program "Step by Step" and Day Center "Hope" - March to November 2014.
- Consulting Services Ministry of Education of R. Moldova for mentors training from preschool education within Global Partnership Project, – June-August 2013.
- Consultant Services Ministry of Education of R. Moldova, Quality education in rural area in Moldova, with financial support from the World Bank - 4 February to 31 May 2011.
- Consultant Services Ministry of Education of R. Moldova for training of 8106 teachers, in 33 raions, in aspects related to modernized lyceum curricula (grades 10-12) (July – August 2010), in partnership with Education 2000+ Consulting LTD, Romania; services contracted by Ministry of Education of the Republic of Moldova via World Bank.
- Consultant Services to Ministry of Education of R. Moldova for the elaboration of a guide of didactic staff in early and preschool education and training for teachers 1001 ideas for a quality early education (2010), EFA /FTI funds.
- Consultant Services to Ministry of Education of R. Moldova for the elaboration of curricula for pre-service and in-service training of didactic staff in early and preschool education and associated application guides(EFA/FTI funds) – 2009-2010.
- Consultant Services to Ministry of Education of R. Moldova for testing of a set of tools for assessing equity and inclusion in education (2009).
- Continuous in-class evaluation, trainings, 2008-2009, in partnership with Education 2000+ Consulting LTD, Romania; services contracted by Ministry of Education of the Republic of Moldova via World Bank.
- Professional development of lyceum teachers in lyceum curriculum implementation, trainings, 2007; services contracted by Ministry of Education of the Republic of Moldova via World Bank.
- Professional development of managers from preschool institutions, trainings, 2007; services contracted by Ministry of Education of the Republic of Moldova (EFA/FTI funds) via World Bank.
- Consulting Services for training of textbook authors, 2006, Kyrgyzstan; services contracted by Foundation for Education Initiatives Support, Bishkek, Kyrgyzstan.
- Consulting Services for assisting curriculum and teaching material developers for Georgian as a second Language, February, 2005, Tbilisi, Georgia; services contracted by HCNM of OSCE, Hague, Netherlands.

- Consulting Services for training of trainers and training of teachers for Georgian as a second Language, June, 2005, Bakuriani, Georgia; services contracted by HCNM of OSCE, Hague, Netherlands.
- Training services for teachers and managers from kindergartens, schools and universities, upon request.

III. PROJECTS 2016

1. STRENGTHENING VOCATIONAL EDUCATION IN MOLDOVA - CONCEPT

Organizational development, Staff development

Objective:	Organizational development
Donor	The International Foundation <i>Liechtenstein Development Services</i>
Implementation period:	January 2012 to December 2014
Annual budget:	720 687 MDL
General objective:	to contribute to the organizational development of 14 institutions involved in the project CONCEPT

Objectives:

- To improve the management skills of administrative staff from the institutions involved in the project
- To organize and monitor the process of elaboration of school development plans
- To provide professional counselling and expertise in the process of elaboration of several functional institutional development projects

Activities and results:

1. Additional annual Training for Managers “The quality assurance management”

Based on the real management teams needs, expressed in the last few months, it were organized a training activity for all 14 institutions involved in CONCEPT project. The topic of the activity was “*The quality assurance management*”. The activity took place on November 23-25 at Educational Center PRO DIDACTICA.

The overall objective of the seminar was focused on development of managerial skills related quality management and internal self-evaluation report development, based on National Standards approved by ANACIP.

Program was interactive and was held in key of application of modern educational technologies. In the training process it was addressed interesting and useful topics for participants. They have been involved in different exercises based on National Quality Standards and activities focused on development of self evaluation report. The seminar was attended by 24 participants: directors, deputy directors and superior masters / “maistri superiori”. They have received a consistent course support that included both theoretical aspects, as well as support with practical suggestions and recommendations prepared in accordance with the training needs of the audience. The whole training program comprised 12 sessions. Among the most important subjects mentioned by the training participants are: the definition of quality assurance in the context of vocational school, the planning and implementation of quality management, the development of self-evaluation report based on standards, the ways for participatory quality assurance etc.

As a result of deep involvement in training, school representatives have outlined concrete actions for quality assurance management in their schools.

Participants have appreciated the novelty, usefulness and applicative aspects of proposed training. The sessions were facilitated by the expert-trainers: Sergiu Lisenco, Valentina Chicu, Svetlana Siscanu, Constantin Chicu.



2. Critical thinking training for teachers

This year we have continued a new training program “Critical thinking (CT) for professional skills development” for teachers from vocational schools. Its aim is to boost the professional skills of teachers and ensuring quality of teaching-learning process based on the development of critical thinking skills in professional training of students.

Following the training activities organized into three modules, participants will act in future as resource persons in institutions they represent. They will be able to conduct continuous training for other teachers, their colleagues and provide, if necessary, and consultancy on implementation of critical thinking methodology within teaching process.

The module II and III of the program was held on February and October months. Application and analysis of CT techniques demonstrated that they are perfectly usable in professional training and will impact students. During this module the general aspects of Critical thinking have been presented and analyzed, as well as the most frequent applied methods. The participants, 24 teachers of theoretical subjects on specialties from 14 schools have been involved in interactive activities based on experiential learning. The training has been facilitated by a team of experts-trainers who have a big experience in adult education and Critical Thinking development: Tatiana Cartaleanu, Olga Cosovan, Valeriu Gorincioi and Serghei Lisenco.

At the end of 2016 other 2 groups within the same institutions were included in the program and participated in the first module, facilitated by our trainers.

3. Monitoring visits on implementation of the School Development Plan

During the 2016 year, there were organized visits to monitor implementation of the Development Plan in schools, participating in Phase III of the project. Trainers-experts have studied and analysed institutional documents: School Development Plan, annual plans, annual activity reports; and organised focus group discussions with the management team, with students and teachers; visited classrooms and workshops. These visits figured out that the School Development Plan is useful for management teams and justifies its importance. Even if the set objectives have been achieved partially, the documents were functional in all institutions and helped to address the identified problems.

4. Development and publishing of methodological guide "Developing a Strategic Development Plan for School"

Another important activity of the CONCEPT project, made by the team of expert trainers in project id the development and publishing of methodological guide "Developing a Strategic Development Plan for School". This is a valuable support for management teams that launches a qualitative process of strategic planning. The guide has 60 pages and was published in an edition of 150 copies.

Rima BEZEDE, project coordinator

2. STRENGTHENING VOCATIONAL EDUCATION IN MOLDOVA+ / CONSEPT+

Organizational development, Staff development

Objective:	Organizational development
Donor	The International Foundation <i>Liechtenstein Development Services</i>
Implementation period:	January-June 2016
Annual budget:	957 456 MDL
General objective:	to contribute to the organizational development of 7 institutions involved in the project CONSEPT+

Objectives:

- To improve the management skills of administrative staff from the institutions involved in the project
- To organize and monitor the process of elaboration of school development plans
- To provide professional counselling and expertise in the process of elaboration of several functional institutional development projects

Activities and results:

1. Workshops for preparing the trainings

Several workshops have been organized with the purpose of successful preparation and implementation of training activities. Throughout these workshops, participants have explored the terms of reference, as well as preparing the agenda and the needed materials for the all training activities and site visits.

2. Visits to assess the needs of the institutions involved in the project

During the period from February to December, various visits have been organized to assess the needs of the institutions involved in the project CONSEPT+: SP no. 7, Chişinău; SP no. 9, Chişinău; SP no. 11, Chişinău; SP Rîşcani; Î.P. Excellence Center in Light Industry, SP no. 2, Chişinău; SP Bubuieci. The purpose of these visits was to assess the needs of institutional development, as well as identifying the necessity of professional training of teachers, non didactic staff and managers. The visits have been made by the trainers and the experts in educational management, working on this project for the fourth year: Valentina CHICU, Svetlana SISCANU, Gheorghe GÎRNEȚ, Rima BEZEDE, Victor SÎNCHETRU and Sergiu LÎSENCU. About 200 persons have been interviewed and it has been made a list of professional and organizational needs.

3. The training seminar Educational management

During the periods from the 24rd to 26th of February and from the 2nd to the 4th of March 2016, it has been organized the training seminar *Educational management*. The following subjects have been treated: *The management of change, Educational management versus General Management, Educational marketing, Personal efficiency*, etc. The training participants: 40 members of the management teams from 7 institutions, including the principals, vice-principals, teachers and instructors have participated.

4. Training Elaboration of the school development plan.

One of the most important activities organised for managers was the seminar-training "Elaboration of the school development plan". Forty managers and teachers participated (five-six persons from each institution involved in the project) within the 3 training modules (7 days). The basic subjects of discussions were the strategic management, as well as the components of the development plan, identification and the problems settlement, a project for institutional strategies, etc. The sessions were held in an interactive way, emphasizing the managers' professional experience.

5. School development plans elaboration

During the period from March to June 2016, the 6 institutions involved in the project CONSEPT have elaborated the School development plan.

6. Coaching visits related to elaboration of school development plans

During May and June months the trainers' team provided support and monitoring on the SDP development to 6 institutions. 18 visits have been organised. One institution (PS no.11, Chisinau) wasn't ready for coaching visits, because of small number of available staff.

Before the visits, the work team has elaborated the first version of the following SDP components: Informative note, School mission, School vision, the analysis of the contextual and internal state / situation of the institution (SWOT and PEST) and Action Plan.

During the visits were accomplished the following tasks: Problem structuring, General purpose – reference objectives and strategic directions; Mission, Vision, SWOT analysis, Strategic objectives. Were analyzed, discussed and specified some SDP components, which were elaborated, and also elaborated the components: Action plan for the first step; finalizing mission, Vision, SWOT analysis, Strategic objectives.

Each managerial team have work on the final draft of SDP components taking into consideration the recommendations given by their trainers, to develop and improve the SDP. The improved drafts (electronic version) have been presented to trainers and coordinators.

7. Seminar-training CRITICAL THINKING (CT) FOR PROFESSIONAL SKILLS DEVELOPMENT

This year we have continued new training program "Critical thinking (CT) for professional skills development" for teachers from vocational schools. Its aim is to boost the professional skills of teachers and ensuring quality of teaching-learning process based on the development of critical thinking skills in professional training of students.

The three modules of the program were held in March-May at the PRO DIDACTICA. Application and analysis of CT techniques demonstrated that they are perfectly usable in professional training and will impact students. During this module the general aspects of Critical thinking have been presented and analyzed, as well as the most frequent applied methods. The participants, 23 teachers of theoretical subjects on specialties from 8 schools have been involved in interactive activities based on experiential learning. The training has been facilitated by a team of experts-trainers who have a big experience in adult education and Critical Thinking development: Tatiana Cartaleanu, Olga Cosovan, Valeriu Gorincioi Serghei Lisenco, Olga Lîsenco.

The follow-up activity was organised in June. All participants have presented the implementation of Critical thinking strategies during the lessons. The results were very interesting and optimistic.



Following the training activities organized into three modules, participants will act in future as resource persons in institutions they represent. They will be able to conduct continuous training for other teachers, their colleagues and provide, if necessary, and consultancy on implementation of critical thinking methodology within teaching process.

Rima BEZEDE, project coordinator

3. PARTNERSHIPS FOR QUALITY AND RELEVANCE IN ICT VOCATIONAL EDUCATION IN MOLDOVA

Objective:	To contribute to an enhanced quality and relevance of ICT vocational education for the economy in Moldova
Donor	Austrian Development Cooperation and Government of Romania
Implementation period:	December 2015 – November 2018
Annual budget:	694 000 EUR
General objective:	To advance capacity of VET institutions offering ICT specializations in Moldova to a level that educational offers meet labor market needs and recognized quality standards.
Implementer-partner:	Moldovan Association of Private ICT Companies (ATIC)

Beneficiaries:

- | | |
|--|--|
| 1. ICT Center of Excellence | 10. Vocational School no. 9 from Chisinau |
| 2. Polytechnic College from Balti | 11. Vocational School no. 11 from Chisinau |
| 3. Industrial Pedagogical College from Cahul | 12. Vocational School from Cupcini, Edinet |
| 4. Vocational School no. 5 from Balti | 13. Vocational School from Riscani |
| 5. Vocational School no. 6 from Chisinau | 14. Vocational School from Soroca |
| 6. Financial-Banking College from Chisinau | 15. Vocational School from Ungheni |
| 7. Microelectronic College from Chisinau | 16. Vocational School from Nisporeni |
| 8. Polytechnic College from Chisinau | 17. Vocational School from Criuleni |
| 9. Vocational School no. 4 from Chisinau | 18. Vocational School from Stefan-Voda |
| | 19. Vocational School from Floresti |

Activities and results:

1. An ICT Centre of Excellence for Professional Education established and functions as a resource hub for teachers and an attractive education provider to students in cooperation with the ICT sector.
2. Training offers at VET institutions offering ICT specializations in Moldova are modernized in terms of contents and reflect state-of-the-art teaching methods.
3. Result 3. Information about career paths in ICT relevant professions that can be obtained in VET institutions made available to the public in a sustainable manner.
4. Result 4. Basic standards, organizational procedures and work processes of the National Agency for Quality Assurance in Professional Education (ANACIP) developed to create the basis for ANACIP to fulfill its public mandate.

During 2016 were carried out a series of activities that have contributed to partial results Scone. Other activities to be carried out during 2017-2018.

The activities have contributed to the partial result No.1.

- Needs Assessment in the beneficiary institutions realized;
- Preparation and conducting The trainings Program on topic: Educational Management prepared;
- The concept, regulation and development plan of the in-service training department of the ICT Centre of Excellence developed;
- The In-service training department of the ICT Centre of Excellence endowed;

- Trainings of trainers of the in-service training department of the ICT Centre of Excellence accomplished;

The activities have contributed to the partial result No.2.

- Development of 2 new curricula (19 modules);
- Establishing a modern Resource Centre within the ICT Centre of Excellence;
- Training of teachers and staff of the ICT Centre of Excellence and assigned institutions in additional services in minimum 5 areas;
- Capacity development of students and teachers in areas relevant to the Market;
- Extended internship programme for teachers and students in the ICT area to meet market expectations

The activities have contributed to the partial result No.3.

- Improve the image and value proposition of the ICT Centre of Excellence and assigned institutions through communication and marketing instruments
- Annual Career Orientation fairs with focus on technical and soft skills trainings
- Inclusion of ICT in education topics for VET during the Moldova ICT Summit to raise the awareness about the sector



The activities have contributed to the partial result No.4.

- Evaluation methodologies for temporary authorization of functioning and final accreditation of Higher Education and VET institutions developed;
- The training programmes for ANACIP staff and experts developed and implemented;
- Study visit to Romanian quality assurance agency organized.





Lilia NAHABA, project coordinator

4. GENDER EDUCATION FOR PREVENTING AND COMBATING DISCRIMINATION

Donor	Foundation Soros-Moldova
Implementation period:	April- November 2016
Annual budget:	24 600 USD
General objective:	to contribute in diminishing discrimination by promoting the principle of gender equality and equal opportunities in the framework of the pre-university and post-secondary technical vocational didactical approach

Objectives:

- updating the optional curriculum: "Education for gender equality and equal opportunities" and of the didactical materials- course support for teachers and students from the field, including by printing them.
- developing professional skills of teachers from schools in order to rightly and proper promote of the gender education and non-discrimination principles (providing equal opportunities) in teaching this course through the training programs for teachers; by final roundtable, within the thematic rubric in the magazine Didactica Pro..., and editing a poster to promote gender equity.

Activities and results:

1. *Updating the optional curriculum: "Education for gender equality and equal opportunities"*

During the period April-June 2016, the experts Loretta Handrabura and Viorica Goraş-Postică worked on updating content for Didactic Auxiliary for teachers and students. Learning activities and contents have been carried out in accordance with the new variant of optional pre-university curriculum *Education for gender equity and equal opportunities*. Usefulness and relevant Educational materials were developed for practical work in the classroom, based on the needs of girls and boys from Moldova and recent case studies. New concepts have been introduced in terms of discrimination namely gender discrimination, direct, indirect and positive discrimination, harassment, prejudices, etc. The book was published in 1000 copies and donated to teachers who benefited from the training, participants of the round table and in other activities organized by the center. The institutions where this optional course is taught also received donations for students, depending on their number.

2. Training programs for teachers

During the period August to November 2016, a teacher training program entitled *Diminishing discrimination by promoting the principle of gender equality and equal opportunities* was organized. Beneficiaries of this program were about 80 teachers, including from the Transnistrian region. Five groups of participants were formed. The purpose of the program was to stimulate motivation of teachers and managers in combating discrimination by promoting gender equity and equal opportunities in the context of democratic values in today's society.

The program was carried out over three days in an interactive manner, with positive learning environment, with full involvement of participants and learning situations in accordance to the reality of the current education system. The agenda included key aspects of the curriculum and didactical auxiliary. Among the factors mentioned by the trainees, we noted the following: professional trainers; exchange of experiences between students, better training of the trainers and their carizma; didactic supports, management, competence; appropriate psycho-affective environment; various methods applied in the process. Following the training program, we can mention the change in attitude and perception of the participants towards gender and forms of discrimination to 90% of participants, thanks to the understanding of the importance of gender mainstreaming and arguments in all social spheres of the individual. Also, a follow-up activity was carried out, where the results of demonstrative hours were showed and useful exchange of experience occurred.



3. Round table

On 24th November 2016, the Educational Center PRO DIDACTICA held a roundtable on Gender education for preventing and combating discrimination. The activity aimed to disseminate information about the project results with the same name and initiating advocacy campaign to prevent and stop discrimination. The activity was attended by 35 people, including Mrs Ala Nikitcenco, Ministry of Education, Marina Bunduki - Ministry of Labour, Social Protection and Family; Ana Corețchi, Soros Foundation Moldova, school and university professors, managers, representatives of the Rayon and Municipality Education, Youth and Sports Departments, NGOs working in related fields, and people who are motivated to be involved in the future. Participants noted that changes in behavior and attitude of many students and teachers, parents,

decision makers etc. are visible, but to uproot stereotypes of mentality is difficult, that is why efforts must be undertaken in the *education* field.

4. Promoting the principles of gender non-discrimination and equal opportunities in the secondary school context

- Thematic Heading in *Didactica Pro ...magazine*
- Develop and publish the poster
- Develop and publish the Flyer - Gender Education can provide us equal opportunities

Quantitative results:

- curriculum and teaching support updated and edited
- 80 teachers trained
- a training program with 12 sessions (3 days) x5 groups
- 5 follow-up activities and certification
- 2 trainers experts involved
- final conference
- a poster designed and published

Lilia NAHABA, project coordinator

5. HUMAN RESOURCES DEVELOPMENT IN EDUCATION: FROM THE STRATEGIC IDEAS TO SUSTAINABLE ACTIONS

Donor	Open Society Foundations offered through <i>Foundation Soros-Moldova</i>
Implementation period:	February - June 2016
Annual budget:	19 500 USD
General objective:	to create and to ensure access to dialogue opportunities with decision- makers in order to raise awareness among with regard to operative and qualitative to approve and implement the National Program for the Development of Human Resources in Education

Obiectives:

1. To improve the public's awareness and mobilization concerning the attainment of the objectives and the implementation of the activities of the *National Programme for the Development of Human Resources in Education*.
2. To raise the awareness among decision-makers, including from the educational system, in order to stress their attention on the need for approval and implementation of the National Program for Development of Human Resources.

Activities and results

1. Regional workshops

In the framework of the project three workshops were carried out, where were presented domains of the the *National Programme for the Development of Human Resources in Education* in the Republic of Moldova from 2016 to 2020, general and specific objectives that will ensure the development of education employees.

Workshops were held in March, April and May:

Florești - *Attracting young people with pedagogical vocation in education. Participants: 36 teachers and managers, including students;*

Nisporeni - *Human resources training in education. Participants: 30 teachers and managers;*

Stefan Voda – *Maintaining teachers' performance in the education system. Participants: 30 teachers and managers, including students, representatives PA.*



2. Radio and TV

Two radio broadcasts: 1. Policies for human resources development in education and 2. Teachers training.

At Publika TV (Dogaru's Country), a TV show was carried out, where the *National Programme* was presented, as well as the ways to promote it for approval and implementation.

The company Agora (Interakt Media SRL) has made three video reports, which aim at the three areas of intervention of the Programme: 1. *Attracting young people with pedagogical vocation in education.* 2. *Teachers training and managerial performance.* 3. *Maintaining high- performing teachers in the education system.*

3. Presentation of the program and results of the project in DIDACTICA PRO .. magazine

Activities and results were presented in the magazine of educational theory and practice *Didactica Pro ...*, in which the issues of interest to educational actors related to the National Programme for human resources development in general education from Moldova 2016 -2020 have been addressed.

4. Develop, editing and dissemination of the brochure Human resources development in education: from strategic ideas on sustainable actions

The brochure includes two parts: the first part is presented the project approach, and the second part is presented the National Programme for human resources development in general education in the Republic of Moldova from 2016 to 2020. It was published in 1500 copies.

5. Roundtable

During the round table *Sustainable partnerships for human resources development in education*, which was carried out in 11 March 2016, with the participation of the teachers and managers, opinion leaders, policy analysts, representatives of Directorates of Education, etc., the *National Programme for human resources*

development in education in the Republic of Moldova 2016-2020 was discussed in terms of immediate effects and long-term impact. The activity was attended by 25 people. The presentation on international context by George Pataki has broadened the horizons of participants on trends and current guidelines in human resources, but has also drawn attention to common issues of concern personnel policies. Also it was noted their desire for both personal and institutional participation in solving the problems they want to solve their *National Programme* within 5 years. The moderators Iurie Melinte, George Pataki and Valeriu Gorincioi designed and carried out interesting and dynamic workshops designed to promote the program among participants, including them into a collective effort of awareness of the importance of the approval and implementation of the program, inviting them while disseminating information and gather their colleagues from the institutions they represent.



6. National Conference

During the national conference within the project *Human resource development in education: from strategic ideas in sustainable actions*, attended by 42 people were presented the results, and the conclusions of the proposals of the workshops and round table. The event was attended by guests from across the Prut, who shared experience of Romania in the process of attraction, retention and motivation of teachers in the education system. Mr. George Pataki presented international experience in the field. In his speech, Mr. Octavian Patraşcu, national trainer, inspector CSI Galati referred to the Romanian system of training and motivation of teachers. The meaningful debate followed, during which they proposed a number of recommendations for the approval and implementation of the program.

Lilia NAHABA, project coordinator

6. CONTRIBUTIONS TO THE PROFESSIONALIZATION OF ADULT EDUCATORS

Donor	DVV International Moldova
Implementation period:	September- December 2016
Annual budget:	13 500 Euro
General objective:	To contribute to increase of capacity and broaden community of trainers who train or intend to pursue activities in the field of non-formal adult education in Moldova

Objectives:

- To strengthen the capacities of local organizations interested in adult education in the north and south areas of Moldova.
- To involve the experienced community of trainers in Adult education in addressing the issues of andragogics methodology and curriculum development for AE field.
- To develop support materials for interested local organizations in adult education in Moldova.

Activities and results:

1. Trainings sessions for local trainers for organizations from the south and north of the Republic of Moldova

During the period October-December of 2017, a training program of local trainers with the topic "Training of Trainers in non-formal adult education" has been carried out, with the participation of about 40 people interested in adult education and NGO's representatives. The activity included 3 thematic modules: Principles of adult education; Planning non-formal education activities; Teaching Strategies. Making use of the experience and potential of the trainers and participants it was succeeded in responding appropriately to the stated expectations. Within the activity we contributed to increasing the capacities of persons who works or intend to pursue activities in the field of non-formal adult education in Moldova. As a result of this activity, the participants obtained the following competencies / skills: overview of the particularities of adult education; stressing the need for adjustment of teaching- learning process in different learning styles; organizing the learning community; application of the techniques to actively involve students in learning; designing of a module / session of adult training, by reporting activities to the ERRE; wording of objectives for a module / session, in accordance with the specific of the training and taxonomies in use; variety of debut strategies of a training course (evoking), adjusted to the specific of subject and the contingent of students; estimated time required for realization and providing the tasks; evaluation of the ways to collect and submission of the feedback in activities with adults; implementation of teaching strategies proper to non-formal education of adults; accountability / motivation of trainees regarding the need of act designing and carrying out of a training activity based on the strategy adopted.

2. Methodological meeting of the trainers of trainers to discuss the concept of training and strategic issues for the coming years.

At the Methodological Meeting of trainers of trainers to discuss the concept of training and strategic issues for the future years was attended by 15 people, including 14 women and one man. The project activities were launched and presented. Participants were familiarized with the specific activity of DVV-International-Moldova; they were open about involvement in the project activities. The trumps regarding adult education achieved over the years by the Educational Center team have been analyzed . There were discussed and analyzed the challenges that may arise in connection with their involvement in this project.

3. Follow-up meeting

On the 20th of December current year, at Educational Center PRO DIDACTICA, a follow-up session of the training module of adult education trainers was held, organized by EC PRO DIDACTICA, since October to December. The participants were greeted by *Rima BEZEDE*, the president of the Centre and by *Adela*

SCUTARU-GUȚU, executive director of DVV International-Moldova, who gave more details regarding the activity of DVV at an international and national level. On behalf of DVV beneficiaries in Moldova, has spoken Ina VUTCARIOV, from A.O. "Viața Noastră", presenting the results of 2 projects for adult education in prisons.

The interactive session has put in discussion our potential at the moment and which we could further exploit in the area of adult education (AE), including the collaboration with DVV International and EC PRO DIDACTICA. Within the interactive session was discussed the potential we have at the moment and we can harness further in adult education, including cooperation with DVV International and EC PRO DIDACTICA. Participants opined that it is gratifying that we have: human resources (trainers and psychologists); organizations and communities involved; equipment and facilities available in our organizations; experience in project activities; donors; seniors (with many ideas, enthusiasm); heterogeneous groups of beneficiaries; valuable ideas for projects; available volunteers; demographic trend etc. The second aspect was focused on *the way we can apply what we learned in the training modules from EC PRO DIDACTICA in each participating organization. Participants considered the following: to provide a second chance for those who have left the system without graduating; to create the National Association for Adult Education; to open more centers on AE (locals, regional); adapting the status and mission of NGOs in AE; need in legal consulting and financial management in creating associations; intensive and extensive popularization of the concept of adult education; let's do more training activities in project writing for AE, marketing etc.; creating networks, forums; learn to become producers not only consumers of foreign funds; to initiate the celebration of the AE Day in our communities; to continue collaboration through the database creation and meetings, at least yearly; to organize a national workshop with all stakeholders (M.E.); to meet more often in many common activities.*

We conclude that it was a useful and consistent activity and it is necessary to continue to work on the AE areas suggested by participants, especially because there is greater openness and collaborative engagement.

4. Development of the concept and materials for Guide on designing of training activities in adult education.

A team of experienced trainers were involved in the development of the Guide on designing of training activities in adult education. In this regard, two workshops for concept development and discussion of topics / materials proposed were carried out. The authors of the Guide: Rima Bezedo, Tatiana Cartaleanu, Olga Cosovan, Valentina Chicu, Viorica Goraș-Postică, Valentina Olaru, Liliana Poștan, Daniela Pădure, Adela Scutaru-Guțu have come with specific topics related to adult education, such as: curriculum, designing of training / session, taxonomies in training activities, strategies, methods, techniques, icebreaking activities, energizing games during the training sessions, methods to develop creativity in adults, evaluation during the in-service training programs etc. The guide was published in 1500 copies.

Lilia NAHABA, project coordinator

7. MUTUAL UNDERSTANDING THROUGH CIVIC EDUCATION ON BOTH BANKS OF DNIESTER

Donor	The Black Sea Trust for Regional Cooperation. A project of the German Marshall Fund
Implementation period:	April 2016-May 2017
Annual budget:	23 030 USD
General objective:	To improve relations and build long-term peace in Moldova, including the regions of Transnistria and Gagauzia, through the introduction of an intercultural school course

Beneficiaries: Direct beneficiaries are all teachers (30) and pupils (700) at the pilot schools, who will be affected by the course and its teachings. Indirect beneficiaries are parents of the pilot school children, as well their broader communities.

Objectives:

- To launch for the first time a process of a joint development and implementation of educational subject in the school of the Republic of Moldova and its breakaway region Transnistria, a process already enabling more than 2000 children from the two sides to acquire new social skills of intercultural communication and cooperation.
- To develop, test and introduce innovative teaching methods with diverse content and cultural heritage, and thus increase the understanding of the cultural diversity.
- To increase mutual understanding and solidarity between separated areas through meetings and collaborations, among organizations and educational institutions of different countries and regions.
- To provide the Moldovan, incl. Transnistrian educational system with knowledge, skills (trainings) and instruments (schoolbooks, manuals, guides) for professional educational activities to improve intercultural tolerance at the preschool and elementary school level.

Activities:

- **Development of teaching materials** by the working groups, authors: Alla Nikitcenko, Daniela State; consultant: Elena Tulba).
- **Schoolbook design and printing for teachers and students from grade III** "We work, learn and rest together" in Romanian and Russian, Romanian edition - 500 copies; for the Russian edition- 300 copies; volume - 90 pages. Curriculum and Book were divided into 24 travels, with the following theme: What does boyfriend, friendship and love; Friend and enemy - collaboration effective nonverbal communication. Gestures and facial expressions. The dance; Ethnic minorities from us; Moldovans traditional crafts; The climate and topography of Moldova; Professionals in environmental protection; Trades fathers; When and how they are working; help neighbors among different peoples; Our tight games; Traditional holidays of my people etc. All books were distributed free in pilot schools. In Gagauz region, because many schools have chosen discipline, was edited extra draft. Electronical versions are on: <http://prodidactica.artsintez.md/wp-content/uploads/2016/09/Cultura-Bunei-Vecinatat-Caiet-Clasa-III.pdf>, <http://prodidactica.md/wp-content/uploads/2016/11/CO-Cultura-bunei-vecini-clasele-a-II-a-a-III-a-ru.pdf>
- **Training of Trainers**, Chisinau was held on 22 to 23 August 2016, as a trainer was Anna Medvedeva from Crimea. The program included eight sessions on the following topics: Basics conceptual of civic education, "Culture of good neighborhoods" as a component of civic education. Formation of culture of peace; Culture of peace as the basis for the formation of social competence of the individuals; Methods of project and portfolios. Interactive methods for teaching this discipline; Using techniques to educate self-esteem at children and reflective practices
- **Teacher trainings**, Chisinau and Tiraspol (3rd grade) was held on 27 – 28 August 2016, trainers: Efimia Musteata, Daniela State and Viorica Goras -Postica 8 sessions were held, with the theme: Culture of good neighborhood as a component of civic education; Democratic values; Civic competence; Culture of peace and war; Interactive teaching-learning methodology of the optional subject; The project and portfolio methods; Analyzing and exercising analytical and interactive the curriculum and a pupil's notebook.
- **Piloting the schoolbooks in 30 schools (3rd grade)**. Piloting was held the third consecutive year, on the whole territory of Moldova, including the Transnistrian region. Our initiative was aimed at further improvement of relations and establishment of long-term peace in Moldova, including Transnistria and Gagauzia regions by introducing this discipline of intercultural education. Implementing data in about 30 schools with 2000 children in Romanian and Russian languages enter contributes to strengthening tolerance and cooperation between different groups. By objectives of the project, the beneficiaries continue the joint development, gain new skills and

intercultural cooperation social communication; to introduce innovative methods of teaching and learning content and diverse cultural heritage, thus increasing understanding of cultural diversity; mutual understanding and solidarity between separate areas.

- **Monitoring and evaluation of pilot schools (3rd grade).** It was important that all pedagogical experiment is conducted in partnership with the Ministry of Education of the Republic, in the person of Mrs. Alla Nikitcenko principal consultant, from UTAG was involved Elena Tulba from Comrat Education Department. Within period of monitoring in primary school were visited the following institutions: TL "M. Guboglo "from Ceadbr Lunga; TL Avdarma, Comrat; TL "I. Vazov " Taraclia; TL "D. Cantemir "from Balti; TL "L. Blaga " from Balti and TL " Const. Popovici "in Nihoreni, Riscani. Overall, including supervised activities include: 12 lessons in grades III (336 students); 4 lessons in grades I (84 students); 2 lessons in grades II (57 students) and an activity Festive Feast "Our habits" for 37 students. In general, we found that educational process is done well, teachers are sufficiently prepared, and students are motivated and interested to learn interactively culture of good neighborhood. Of all, we appreciate the quality of education in TL "M. Guboglo ", in TL" L. Blaga "and in T L" Const. Popovici ". Some observed problems have kept that in the grades III, with required qualification in Russian, do not get books for each student, who chose the subject this year in classes I and II are photocopies of materials working hours and some teachers not enough interactivity were applied as well as learning strategies for increasing student's interest.
- **The preparations of teacher evaluation conference** from February 2017 were carried out by developing its program, the list of invitations and dispatch a message to the managers and staff of pilot schools.

2. Results

Outputs

- Completed adaptation of the educational component "Culture of Good Neighborhood". Materials produced in both Russian and Romanian main languages, for 3rd grade students
- School materials informing about different traditions and cultures. At least four different cultural groups/traditions/languages appear in each schoolbook. These are presented positively and the children are engaged to participate in the various cultural expressions.
- Printed schoolbooks and teacher manuals. Books and manuals for 700 children and 30 teachers.
- Trainings in the school course and its interactive methods performed. Total of 30 teachers during 2 days.
- School course presented and its approbation has successfully started, involving approximately 700 children in 3rd grade of schooling. Approbation of one year in 30 primary schools covering a range of regions. If already measurable: positive indication of school children's behavior/attitudes.
- Systematic meetings between creative groups, involved NGOs, teachers and government representatives.
- Future continuation formulated. Agreed upon project continuation, both NGOs, educators and government representatives supportive. Formulated and planned for the following school year's working groups with added elements of joint meetings and trainings.

Outcomes:

- Increased knowledge and positive notions about surrounding cultural groups, arts, languages and traditions among approx. 700 children in different parts of Moldova, including Transnistria and the Gagauz autonomy.
- School teachers are introduced to and trained to use interactive teaching methods in civic and multicultural education.
- NGOs on both sides of the Dniester participated in school curricula creation and cooperated with educational ministries and institutions.
- Information and experiences shared between teachers and educational specialists from different regions and countries.
- Educational representatives and project participants found common interests and agreed upon deepened cooperation.

- Fortified relations between the regions and the intercultural schooling in Moldova, including Transnistria, through the development and implementation of a peaceful neighborhood course in cooperation across borders and between government agencies and civil society organizations.
- The involved organizations, schools and teachers are committed to creating a sustainable education for the future. The printing of materials, manuals and trainings for teacher creates resources that will last for many years to come.
- Most importantly - the project achievements are sustainable by their nature - even if the external partners participation would stop after this project, the course will continue to be taught at schools in Moldova-Transnistria.

The project partners:

- “Center of Innovative Educational and Social Programs of Transnistria”, Tiraspol.
- “Integration and Development Center”, Ukraine
- The Global Partnership for Prevention of Armed Conflict (GPPAC)
- Swedish Peace and Arbitration Society, Sweden

8. EUROPEAN LESSONS

Donor

Ministry for Foreign Affairs from Lithuania

Implementation period:

January – December 2016

Annual budget:

5309 Euro

General objective:

To create preconditions for development of European values and the acknowledgment of European integration processes in Georgia and Moldova

Target groups:

I group – students at age 16-18, to whom program „Education for European Integration” is designed. This group was chosen because there’s a chance to present optional programs at the senior grades in Moldova. In Georgia it is possible to present new programs like optional or like topics for class hours. Students of this age are actively interested in the world, other cultures, are able to explain and understand some of the political, social and economic issues.

II group – youth at age 18-29, representing different formal and non-formal youth organizations. This target group was chosen due to availability to use active, civic-minded youth who seek to educate the members of their organizations, to improve themselves and strengthen their organizations.

III group – teachers and class tutors. In-service training program will be developed for this group, in order to teach how to use project results (programs and materials) working with the children.

Main objectives:

1. To renew an optional program “The Education for European Integration” for secondary schools of Moldova
2. To develop non-formal education program „European lessons” and supplementary materials for youth organizations in Georgia and Moldova
3. To renew an optional program “The Education for European Integration” for secondary schools of Moldova

Main activities and results:

- An updated curriculum of optional discipline "European Integration for You," recommended for implementation by the Ministry of Education of Moldova;
- A set of teaching materials developed and available online at: <http://prodidactica.md/wp-content/uploads/2017/01/Lec%C8%9Bii->



- Noi-la-Integrare-European%C4%83-pentru-tine.pdf, 9 lessons developed for Practicum for students, materials and methodological guide for teachers, authors: Rodica Eşanu and Eugenia Negru;
- A set of support materials for youth organizations "European Integration for you, young man", available electronically, address: <http://prodidactica.md/noutate-la-ce-pro-didactica-materiale-suport-pentru-organizatiile-de-tineret-integrare-europeana-pentru-tine-tinere>, authors: Rodica Eşanu and Eugenia Negru;
 - 12 secondary school teachers trained and certified in teaching-learning-assessment optional discipline "European Integration for you";
 - A training and certification sessions held at EC PRO DIDACTICA, August 29, 2016, trainers: Eugenia Negru, Rodica Eşanu;
 - 14 institutions were piloted updated curriculum and support materials;
 - 14 localities where have initiated education programs, organized in partnership with schools and youth organizations.

Qualitative results:

- Teachers, school students and young people who have been helped, understood and recognized the value of the community of democratic countries for our country;
- Actors made aware of the educational benefits of European integration of the country and motivated to get involved in the association at local and national level;
- Educational materials updated and promoted at national and international levels in Romanian and English;
- Dissemination of advanced educational experiences for Georgian and Lithuanian colleagues.



Partners: Modern Didactics Centre, Vilnius, Lithuania; Association "School-Family-Society", Tbilisi, Georgia.

Viorica GORAŞ-POSTICĂ, project coordinator

9. OPEN EDUCATION IN MOLDOVA: HERE AND NOW

Donor

Institute of Open Society Foundation, in cooperation with the Education Support Program of the Open Society Foundation

Implementation period:

January 1– September 15, 2016

Annual budget:

20 361 USD

General objective:

to promote access to to the interested public (didactical staff, researchers, etc.) to the transparent funding for development of OER and the concept of open educational resources through awareness raising, advocacy, partnership building, which may lead to ensuring more access to quality education for all.

Beneficiaries there are pupils, teachers, institutions, parents, students, political actors, public institutions, ONGs etc.

Specific objectives:

- To introduce the OER concept on the public agenda;
- To facilitate the creation of an available OER coalition in Moldova;

- To initiate an advocacy campaign for fostering changes in policy documents that are important for incorporating OER in policies.

Project activities and results:

- **Development of OER databases and their launch, including on-line.** In this context, a new OER web-site was developed and became operational <http://red.prodidactica.md/>. The Policy Brief “Open education in Moldova: Here and Now” was developed and published in *Didactica PRO...* educational magazine, including an essential analysis of the local policies and practices on this chapter, including educational one, which aims directly or indirectly the open educational resources, so as to gather some arguments towards their need and usefulness for various education stakeholders at this stage. The authors who contributed to its implementation are: *Viorica Goraș-Postică, Valeriu Gorincioi, Rima Bezede, Ovidiu Voicu (România)*.
- **Creation of an available OER coalition in Moldova,** identifying potential interested parts (stakeholders) in order to promote and implement OER and signing of a Memorandum of Understanding and partnerships agreements with 13 interested institutions: Ministry of Education of the Republic of Moldova; Institute for Public Policy; AO IREX Novateca; Institute for Training and Development "Millennium"; LED Moldova; AGIRo Moldova; Information and Communication Technologies Center in Education; Department of Educational Sciences, Moldova State University; Faculty of Pedagogy, "Ion Creangă" State Pedagogical University; International Study Centre for Educational Opportunities (ISCEO); Alliance of Access to Information and Training Community Centers in Moldova; Agency for Innovation and Technology Transfer (AITT) and AO Resources Centre for Education and Development (Drochia); Educational Program Step by Step.
- **The republican contest for the best open educational resources.** There were more than 50 teachers which participated at the contest - 14 teachers, authors of original digital teaching materials, including teaching projects, presentations, blogs and educational movies coming to the final stage. The finalists were chosen by an independent jury formed of experts in the field, based on objective criteria's set in advance. The winning works will get free license and will become open educational resources, for every person interested in adapting it to his own necessities, being placed on <http://red.prodidactica.md/noutati-evenimente/resurse-red-nationale/>. Also, the winners were awarded with cash prizes and donations of pedagogical books, developed and published by the EC PRO DIDACTICA.
- On April 26, 2016 was held a **Round Table „Open Education in Moldova: here and now”** with the following agenda: project activities have been presented, speech with the topic „Open education – international context, OER and pre-university education”, presented by the *Ovidiu Voicu from the Open Society Foundation, Bucharest, Romania*; Poland's experience in the field of OER- *Arcadie Malearovici Center of Information Technologies under the MoE*; Open educational resources: Romanian experiences: Open Access, higher education and research, *Nicolae Constantinescu, Romania*; Comments and debates on the OER perspectives in Moldova in the international context of their spread. This event was attended by decision makers from the Ministry of Education, members of the Coalition for Open Educational Resources in Moldova (13 institutions, NGOs), representatives from the General Departments of Education, Youth and Sport, trainers of the center, didactical staff from schools and universities, interested in the issue.
- **Project Closing Conference (July 1, 2016)** with participation of the policy makers from the Ministry of Education, members of the Coalition for Open Educational Resources in Moldova, trainers from the Centre and school and university teachers, finalists of the OER Contest. The experts from Romania, *Ovidiu Voicu*, the Open Society Foundation's Public Policy Department director and *Valentina Pavel*, from the Technology and Internet Association – ApTI from Romania, regional coordinator *Piroska Hugyec, OSF –ESP, Budapesta*, presented the international experience and the romanian practice related to this subject. During this

Conference were presented the results of the project „*Open Education in Moldova: here and now*”, lasted from *November 2015 to July 2016* and were discussed the relevance of using OER for different educational actors, as well a specialized website in this area was launched: <http://red.prodidactica.md/>.

Develop practices of using and producing OER in Moldova, in order to include OER in existing and future educational policies. Open education, including the access to open educational resources (OER), which provides for equal access to education and open resources, digital skills for teachers and students, as well as transparency and integrity in schools. The concept of open educational resources is one of the results of the natural evolution of the interaction between the two branches-education and ICT. According to the definition proposed by UNESCO in 2002, *OER are educational resources that can be used and reused freely, without restrictions, legal and technological costs, by anyone*. Their use in the performance of public programs is one of the basic principles of good governance: what is produced on public money should be available to the public free of charge. The site created is systematically completed, including with works from other projects implemented by the Center and enjoys a great popularity among teachers and managers, students, etc.



Valeriu Gorincioi, project coordinator

IV. TRAINING SERVICES 2016

The Educational Center PRO DIDACTICA has provided in-service trainings based on the program approved by the Ministry of Education of Moldova through the Order no. 822 from the August 13, 2015 in the field of the adult education and training courses for in-service training and additional methodical development of the didactical staff, as well as based on the cooperation agreements concluded with the Ministry of Education of Moldova. At the end of the courses were provided certificates confirming their graduation and that can be used in the certification process.

The team of trainers is composed of employees of the Centre, experts-consultants and teacher trainers from various educational institutions in Moldova, which have developed their knowledge and skills in numerous training centers in Romania, USA, France, Canada, United Kingdom, Belgium, Hungary, Russia, Germany, Austria etc.

The Center has an area of about 300 m² in the downtown zone of the capital, and is equipped with: conference room, alias library, in which can be found over six thousand titles of educational books and reference in the following fields: general and education management, general pedagogy and didactic, didactic disciplines, psychology.

In 2016, from the amount of trainings, several modules that corresponded to the teachers' training needs have been chosen. The price of the whole training has been established depending on the requests and covered, first of all, the cost of providing and preparing the training programs, then the needed materials and, finally, the coffee breaks. Each group of participants has been trained by 1-2 experts. Both the contents and the duration of courses have been established together with the participants, based on their needs and demands.

Information concerning any other activities of the Center, free of charge sponsored projects, has been posted on the website www.prodidactica.md.

During the year 2016, the training team of the Educational Center PRO DIDACTICA responded to the teachers and managers' development needs, offering a great amount of services, such as:

- College of Construction, Chisinau - *Training skills through interactive teaching strategies*
- LT Liviu Damian, Râșcani - Interactive Teaching Strategies. Evaluation. Development of SDP
- Primarș school-kindergarten no.226 Chișinău - *Upgrading the quality indicators for management meetings*
- Kindergarten no.199, Chișinău – *Education Management*
- DGEYS Soroca – *Education Management*
- DGEYS Strășeni – Inclusive education. Concept and achievement
- LT I.Creangă, Cimișlia - *Elements of psychological intervention in the teacher activity*
- LT Răzeni, Ialoveni – Psychopedagogy and didactic of discipline
- LT Litterarum, Chișinău - Psychopedagogy and didactic of discipline
- DGEYS Soroca – - Evaluation criteria descriptors
- Centre of Excellence in medicine and pharmacy Raisa Pacalo, Chișinău – *Conflicts resolution*
- Financial-Banking College, Chișinău – *Methods of critical thinking development*
- LT E.Nicula, Mereni, Anenii Noi –Evaluation based on the education standards
- LT N. Iorga, Chișinău – *Educational partnership*
- Primary school Mereni, Anenii Noi – General Psychopedagogy
- LT Floreni, Anenii Noi – Training skills through interactive teaching strategies

In total, over 600 people were certified.



Lilia NAHABA, program coordinator

V. PAIDEIA - EDUCATIONAL DEBATE CLUB

During the 2016 year, in the framework of the Educational Debate Club - PAIDEIA a lot of activities have been organized inside the Educational Center PRO DIDACTICA. During these activities, different and useful topics have been proposed to improve teaching practices, which have elicited constructive discussions and debates, an exchange of views and experience.

Moreover, the enjoyable and relaxed ambiance, the trainers' professionalism, the participants' interest in the treated subjects contributed to a successful and an efficacious organization of those activities. Among the topics, could be mentioned several, as:

- *Method "work with book" in light of interactive teaching*
- *Through me innovations are passing*
- *Efficient leader - successful team*
- *Strategies of elaboration of the development institutional project*
- *Equipping strategy - the first step toward cooperative development within the collective integrity*
- *Open educational resources - Opportunities and Challenges*
- *Students motivation*
- *Develop entrepreneurial skills through the group project*
- *Teacher leader activity within the learning communities*
- *Reversed class and available resources for the study of Romanian language and literature*

Participants: 150 teachers from different educational institutions of the Republic of Moldova.

Lilia NAHABA, program coordinator

VI. *DIDACTICA PRO...* MAGAZINE

The editorial team: Mariana VATAMANU-CIOCANU, editor in chief; Vitalie SCURTU, editor; Nicolae SUSANU, graphic designer, typing.

During 2016, six issues of the Magazine of educational theory and practice *DIDACTICA PRO ...* were edited, with the number of 800 copies published. The publication was distributed via multiple agencies (POȘTA MOLDOVEI, MOLDPRESA, MESAGERIA D&D, PRESS INFORM-CURIER), with about 700 subscribers.

No. 1 (95) – **ACCESS TO EDUCATION AND EQUAL OPPORTUNITIES**

- Shared understanding of quality – opportunity for quality assurance
- Why the boys have weaker school results than the girls?
- Motivational learning contexts for the development of a competent reader
- The implementation of inclusive education in pre-school institutions in Moldova: challenges and solutions
- Access to education



No. 2 (96) – **SCHOOL TEXTBOOK: NEW APPROACHES**

- Reflections on the idea of creative approach to the textbook
- Invisible people of the school
- Optional course portfolio: between curriculum and textbook
- Open education in Moldova: here and now
- Human resource in education – where it is heading?
- New challenges for the school textbook



No. 3 (97) – **DEVELOPMENT OF CRITICAL THINKING**

- The extension: between critical thinking and creative thinking
- Critical thinking and information processing skills
- Interactive activities for problem solving competence development in the first class
- A critical approach of the role of the Administration Board of the educational institutions in the process of school self-governing
- Critical thinking



No. 4 (98) – **EDUCATION FOR EUROPEAN INTEGRATION**

- Education for European Integration – is it an area for Adult Education?
- Self-sufficiency – an obstacle in the way of self-education
- Cultural awareness and expression in learning activities at geography lessons
- Education for European Integration



No. 5 (99-100) – **QUALITY AND RELEVANCE IN EDUCATION**

- A new model of curriculum towards advanced quality in education
- Curriculum of the optional course: anchoring in educational policies
- The Language of Instruction. Relevance of the scientific information integration
- The role of alternative care services in developing independent life skills to children without parental care
- Methods to stimulate and develop the students' creativity through Geography
- Quality and relevance in education



VII. PRO DIDACTICA LIBRARY

SERVICES

Library provided to beneficiaries - the reading room and home loan - books from different fields (encyclopedias, dictionaries, monographs) in Romanian, Russian, English, French languages etc.; the entire collection of *DIDACTICA PRO...* magazine (2000-2016), the *Tribuna învățământului* magazine's collection and weekly - *Făclia*, as well as of *Управление школой* and *Школьный психолог* magazines.

PRO DIDACTICA. New releases

1. CULTURE OF GOOD NEIGHBOURHOOD

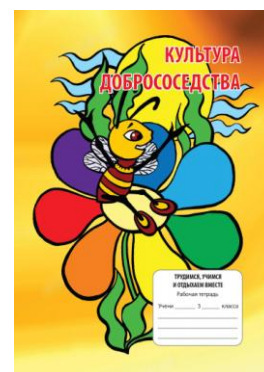
(Grade III)

The student's textbooks for the third grade "We work, learn and rest together" have been edited in Romanian and Russian languages, within the project Culture of Good Neighborhood. All textbooks have been donated to pilot schools, but also to other institutions where this discipline is learned, at the students, teachers and parent's choice.

TEXTBOOK
(Grade III Ro)



TEXTBOOK
(Grade III Ru)



2. TRAINING OF COMPETENCES THROUGH INTERACTIVE TEACHING STRATEGIES. Second edition, revised. (Tatiana CARTALEANU, Olga COSOVAN, Viorica GORAȘ-POSTICĂ, Sergiu LÎSENCO, Lia SCLIFOS)



This work, as a response to numerous readers' requests, is a clear decipherment of the issue of skills training to students through interactive teaching-learning-evaluation methods, being a necessary update of the didactic design strategy based on the ERRE framework, focusing on the importance of the systemic approach to educational activity and a practical guide to using interactive methods for developing competencies (oral and written, reading, research) at various disciplines.

3. EDUCATION FOR GENDER EQUITY AND EQUAL OPPORTUNITIES (Loretta HANDRABURA, Viorica GORAȘ-POSTICĂ)



Ensuring gender equality and equal opportunities has become one of the major aspiration of the time, even if the main institutions of socializing the individual (family, school of all levels, mass media, etc.) continue to promote values and principles dependent on patriarchal culture. The work promotes this new concept, largely unknown in our society, whose social impact is underappreciated. In order to successfully apply this desideratum in society, it is very important to promote its effective integration in the education process, thereby ensuring the implementation of gender educational policies.

4. EUROPEAN INTEGRATION FOR YOU (Viorica GORAȘ-POSTICĂ, Rodica EȘANU, Eugenia NEGRU)



The support material for youth organizations encourages young people to learn more about the values of the European Union, its history and policies, helping them to understand and recognize the importance of the community of democratic countries for every single one. The work proposes eight interesting and original scenarios of youth activities for contextual use and adaptation, hoping to reanimate the European spirit and the justified and conscious aspirations of the young people to choose the European vector of development of our country.

5. DEVELOPING THE STRATEGIC DEVELOPMENT PLAN OF THE INSTITUTION (Methodological Guide)



The work developed within the CONCEPT project, implemented with the support of LED Moldova, addresses mainly to managerial teams and provides synthesized theoretical references for each component: *Mission; Vision; Systematization and presentation of information about the institution; Analysis of internal and external factors of influence; Identification and prioritization of problems; Formulation of strategic objectives; Elaboration of the activity plan; Monitor and evaluate the implementation of the Strategic Development Plan*. The theoretical bases are complemented by practical and methodological suggestions regarding the efficient and rational organization of the elaboration process for each component of the strategic document. The Guide will motivate managerial teams to be consciously and responsibly involved in this valuable document on developing of strategic plan, thus contributing to the sustainable development of the institution, ensuring the quality and efficiency of the training process.

7. DEVELOPMENT OF HUMAN RESOURCES IN EDUCATION: FROM THE STRATEGIC IDEAS TO SUSTAINABLE ACTIONS



One of the stringent problems faced by the educational system in the Republic of Moldova is related to the human resource, which is, in fact, the key factor in improving the quality of education and one of the main actors in building a sustainable democratic society. The publication presents the *National Program*, as well as the approach of the project *Human Resources Development: from strategic ideas to sustainable actions* through which an advocacy exercise was carried out, trusting that all those who care about education, the quality and content of the didactic document, the children's future will continue to influence, mobilize, change ...