



# Programmet Kunnig

## Innovative networks for learning

Jouni Kangasniemi  
(FINLAND)

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

O

Osaava-ohjelma

*Programmet Kunnig*

***“Ensuring Professional Development”***

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

# O

## Osaava-ohjelma *Programmet Kunniq*

- A knowledge boosting programme for education personnel
  - *Special focus on school leadership and inclusion of all education personnel in professional development*
- Programme aim is to explore ways to safeguard professional development in educational institutions
- Promotes lifelong learning among educational staff

## Five strategic objectives

- Promoting equity, active participation and leadership in teacher's continuing professional development and life long learning
- Making flexible learning paths a reality in education institutions
- Enhancing the adaptation of innovative professional development models (incl. use of ict)
- Improving networking and collaboration between providers of education and institutions providing continuing professional development services
- Improving the quality and efficiency of state-funded professional development of teachers. Mainstreaming locally invented successful PD practices.

## Challenges

- How to modernise current professional development practices & create a 'teacher learning culture'
- Special focus on learning at the work place, learning from peers and networks
- Important element: sharing and transferability of good practices (also with stakeholders)

- Direct government spending for professional development of teachers

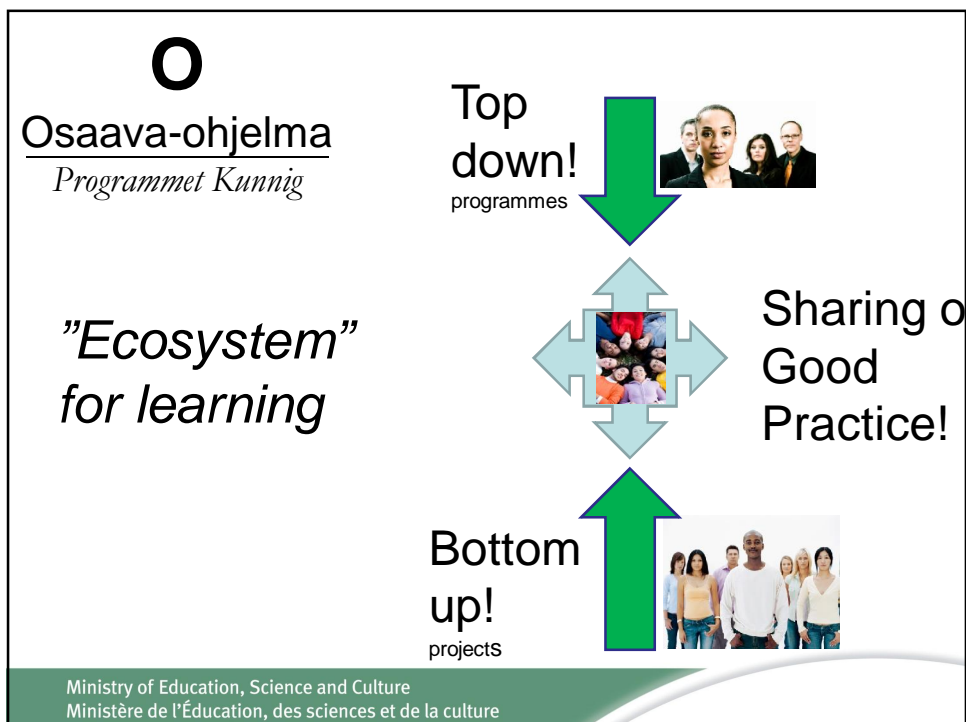
- 2009 – 12,3 million €
- 2010 – 20,1 million €
- 2011 – 21,1 million €
- 2012 – 22,5 million €

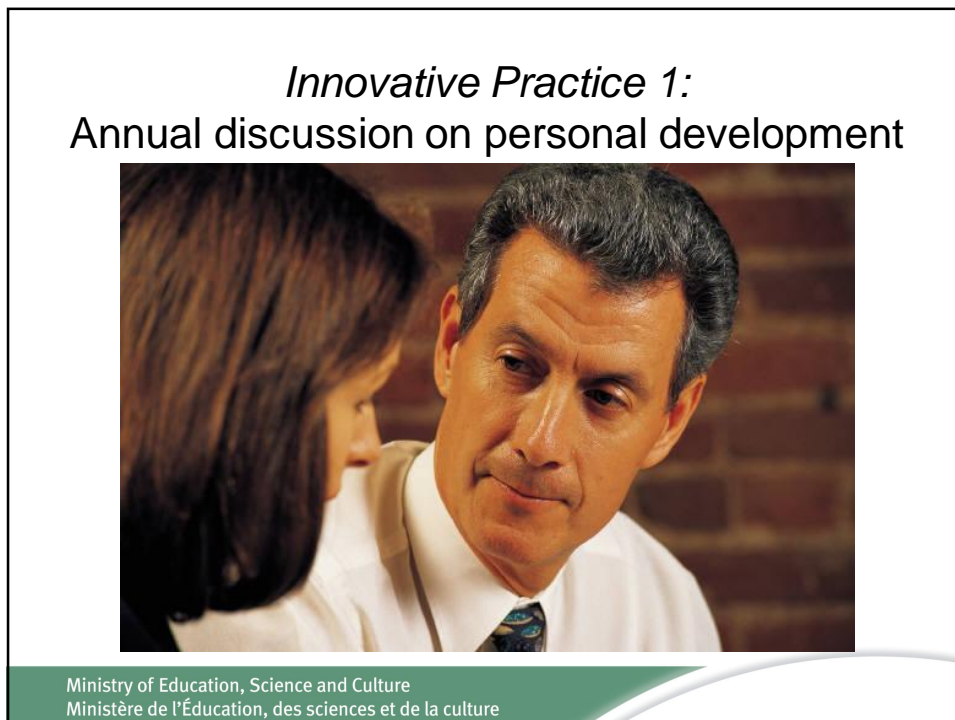
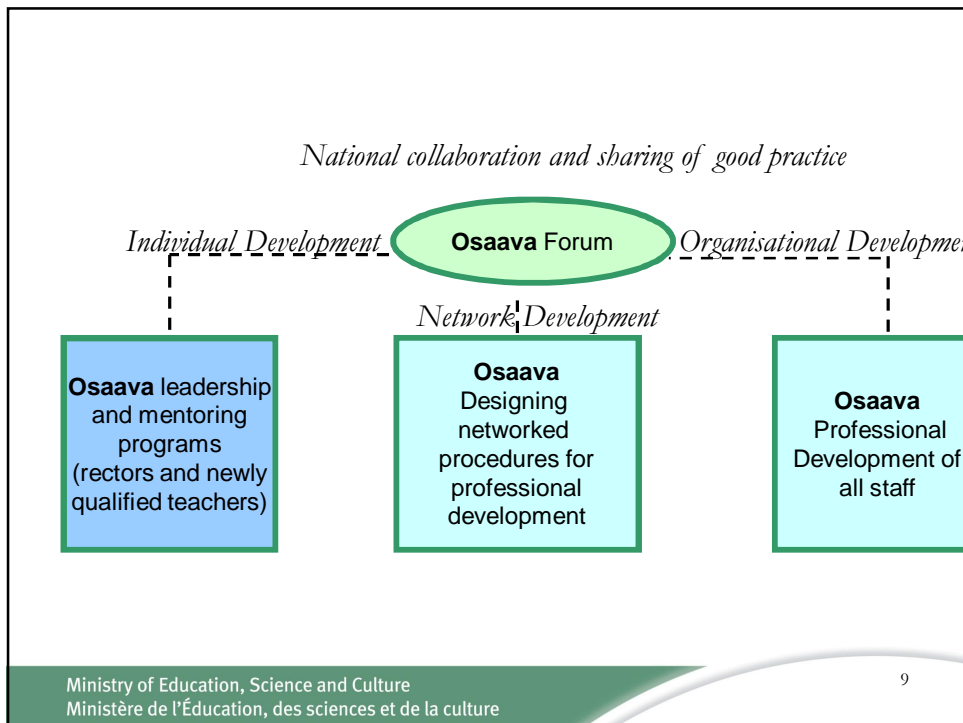
2009 2010 2011 2012



### Elements:

- Improving the processes that support continuing professional development of personnel and access  
= (Local plans for professional development of staff)
- Raising knowledge of all staff and enhancing pedagogic leadership
- Special focus on
  - Quality of education
  - Innovative use of ICT in Personnel training,
  - Well-being of educational staff,
  - Inclusion in Professional development activities





### *Innovative Practice 1:* Annual discussion on personal development

- Aim: Development of good practice in annual discussion on personal development (19 municipalities)
- Mainstreaming the practices
- Coaching programme for managers
- Unified services and knowledgebase

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

### *Innovative Practice 2:* Couse tray/Forbildningsbricka



Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

## *Innovative Practice 2:* Couse tray/Forbildningsbricka

- Aim: Development of personnel training
- Questionnaire on trainig needs
- Ideas for developing personnel training to meet the needs of the participants
- Prioritising on the most wished for topics
- Collaborative design for implementing PD

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

## *Innovative Practice 3:* Videoconference as a mean to deliver PD cours



Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

### *Innovative Practice 3:* Videoconference as a mean to deliver PD courses

- Aim: Videoconferencing for large audiences
- Videoconference on current issues (in special education) for 40 cities
- Possibility to meet others & follow virtual lectures
- Scaling up the possibilities

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

### *Innovative Practice 4:* Mentoring day



Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture



### *Innovative Practice 4:* Mentoring day

- Aim: Promoting peer mentoring
- Mentoring day for temp. teachers
- Thematic mentoring
- Day planned and implemented by the "mentor" teachers
- Collaborative working methods

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

### *Innovative Practice 5:* Job shadowing



Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

### *Innovative Practice 5:* Job shadowing

- Aim: Job shadowing
- Learning from each other
- Between the organisations and across the sectors
- Benchmarking good practice
- Development of new procedures

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

### *Innovative Practice 6:* Translating strategies for learning

? ? ?



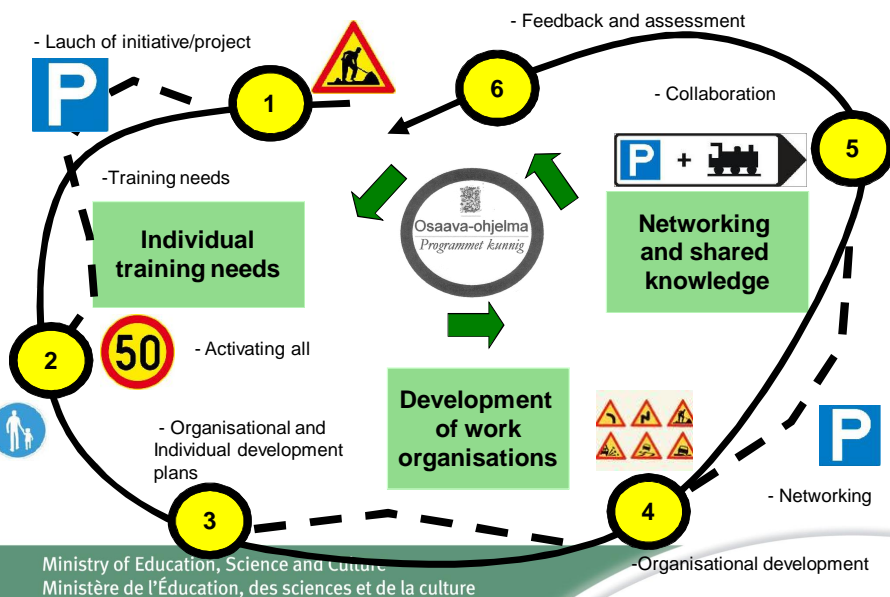
Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

## *Innovative Practice 6:* Translating strategies for learning

- Aim: Understandable strategies: what they mean in my work.
- Opportunity to comment strategies under development
- Translating action lines to work processes at schools
- Opportunities for collaborating

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture

## Osaava Roadmap, for the 1st year



[Jouni.Kangasniemi@minedu.fi](mailto:Jouni.Kangasniemi@minedu.fi)

Twitter: @Jounis

LinkedIn: Jouni Kangasniemi

**THANK YOU!**

Ministry of Education, Science and Culture  
Ministère de l'Éducation, des sciences et de la culture