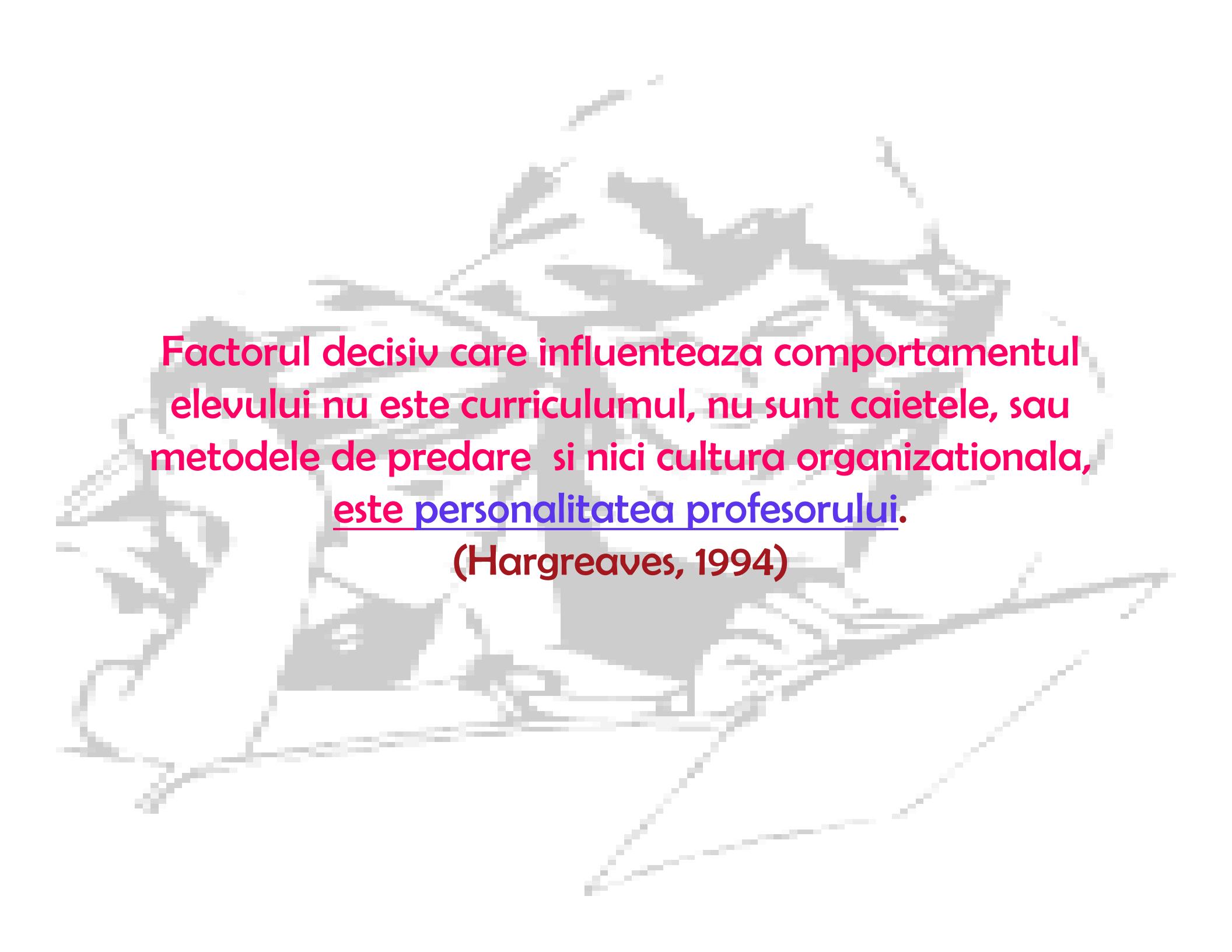




Formarea profesionala continua (CPD)



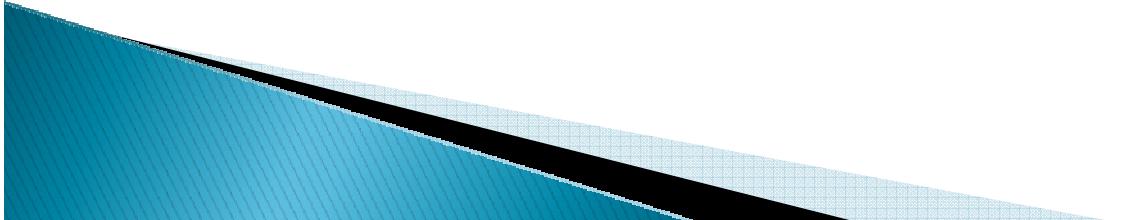


**Factorul decisiv care influenteaza comportamentul elevului nu este curriculumul, nu sunt caietele, sau metodele de predare si nici cultura organizationala,
este personalitatea profesorului.**

(Hargreaves, 1994)

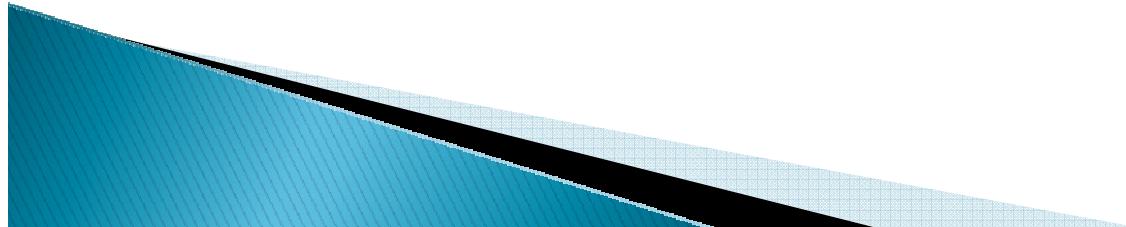
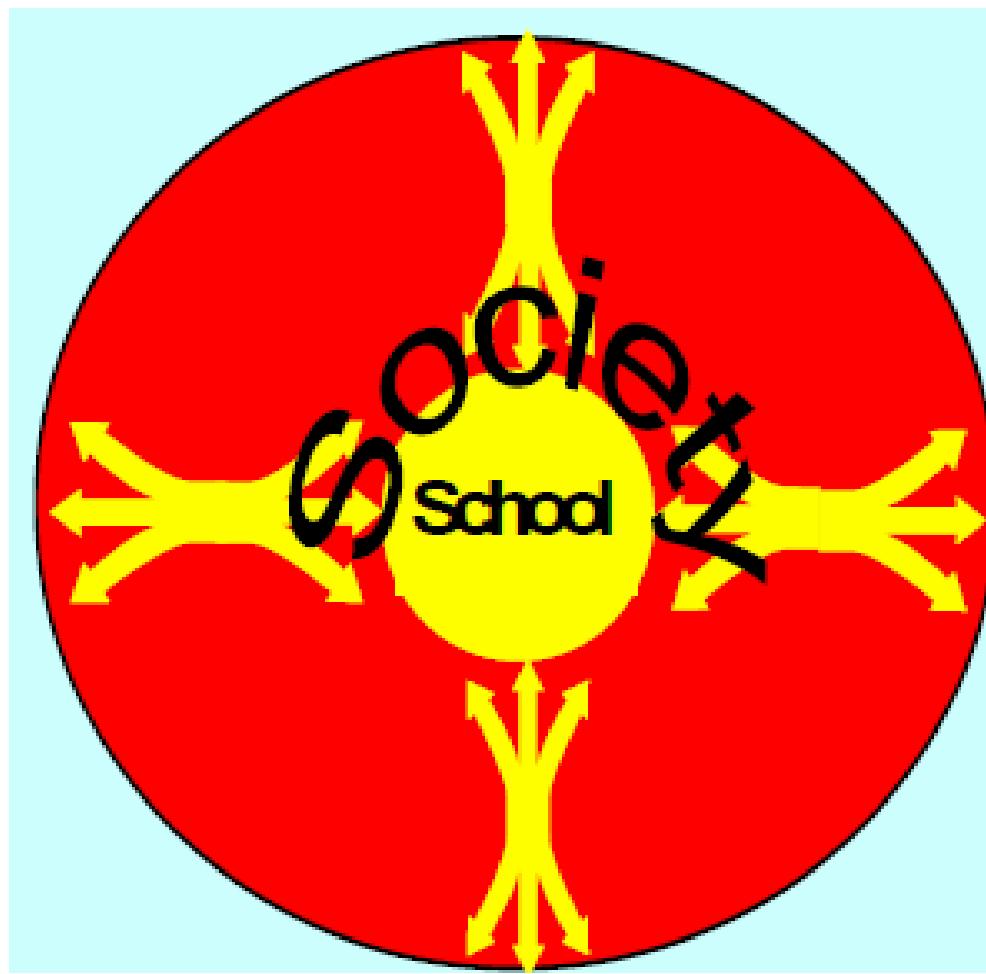
IMPORTANTA CPD

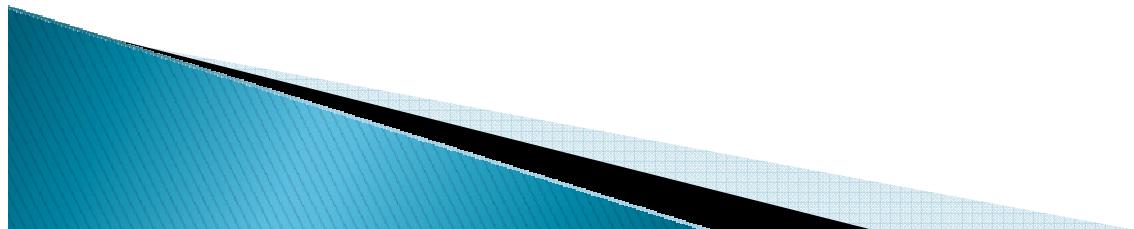
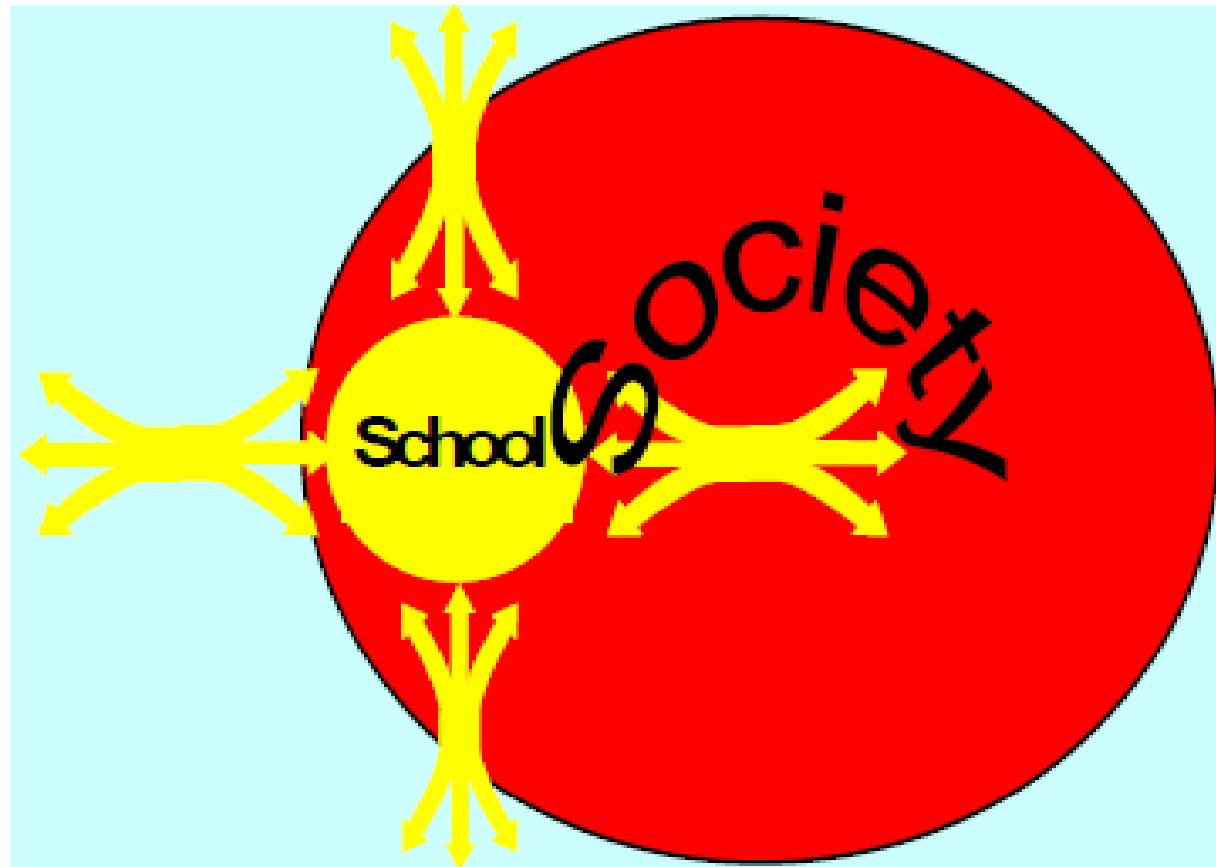
- ▶ CPD este punctul central al cresterii calitatii procesului de invatamant
- ▶ Este cheia cresterii standardelor si a imbunatatirii performantei
- ▶ Creste capacitatea scolii de a progrresa
- ▶ Creste motivatia si satisfactia morala si profesionala a personalului



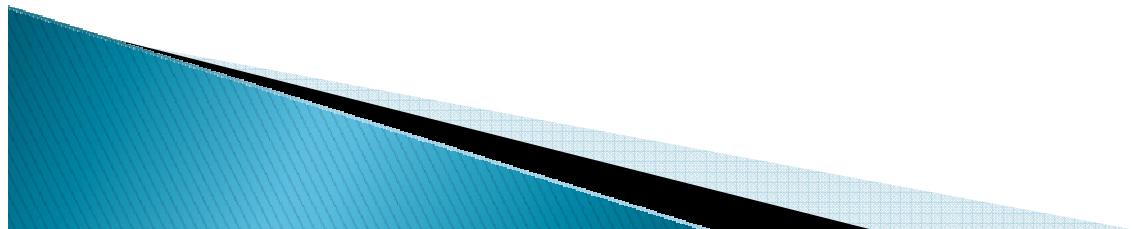
CUPRINS

- ▶ 1. Cat de buna este scoala mea? Cum poate deveni mai buna?
- ▶ 2. Cat de buni sunt profesorii nostri?
- ▶ Cum pot deveni ei mai buni?
- ▶ 3. Cat de importanta este planificarea activitatii de formare profesionala eficiente?
- ▶ 4. Folosirea organizatiilor de sprijin
- ▶ 5. Dezvoltarea unei scoli care invata prin reflectii si indrumare
- ▶ 6. A face fata rezistentei in fata schimbarii
- ▶ 8. Evaluarea beneficiilor CPD
- ▶ 10. Scoala -o organizatie care se autodezvolta prin invatare
- ▶ 11. Ascultare si intervieware activa–esenta de a fi instructor

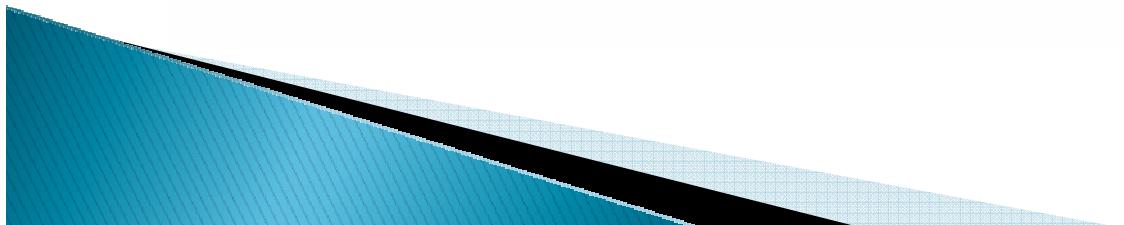


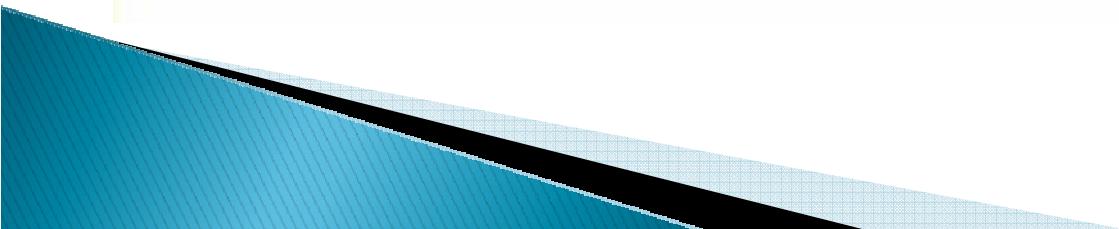
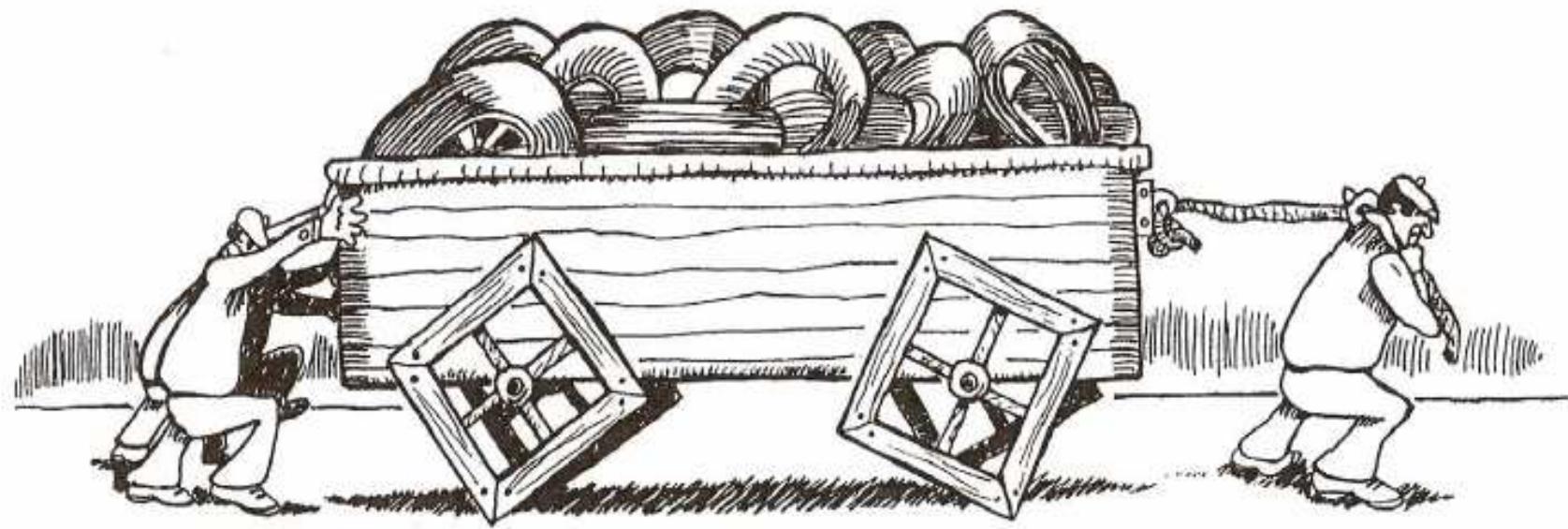


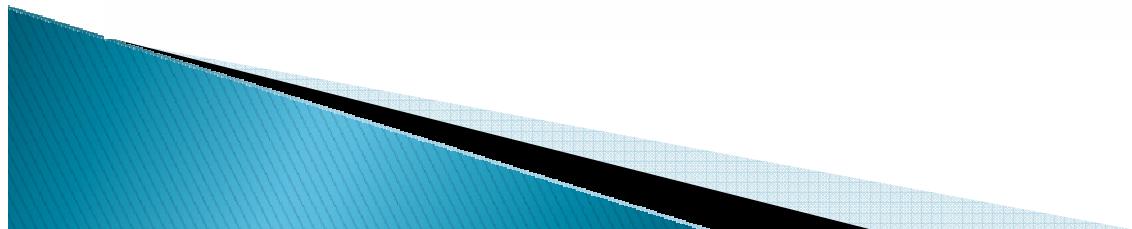
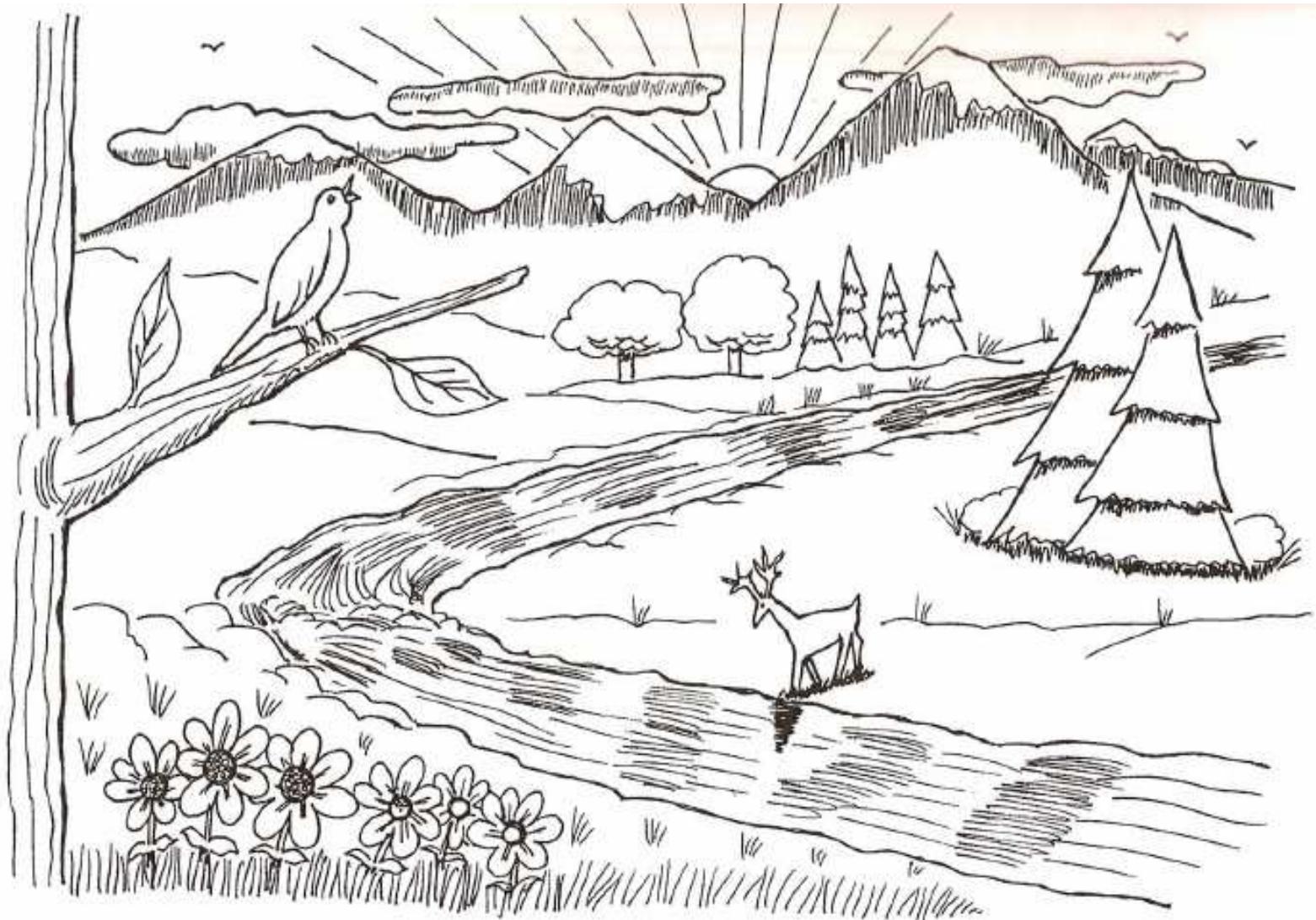
SCHIMBARE = IMBUNATATIRE

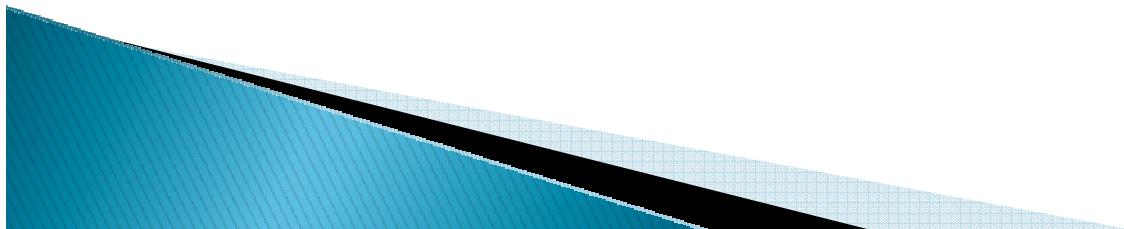
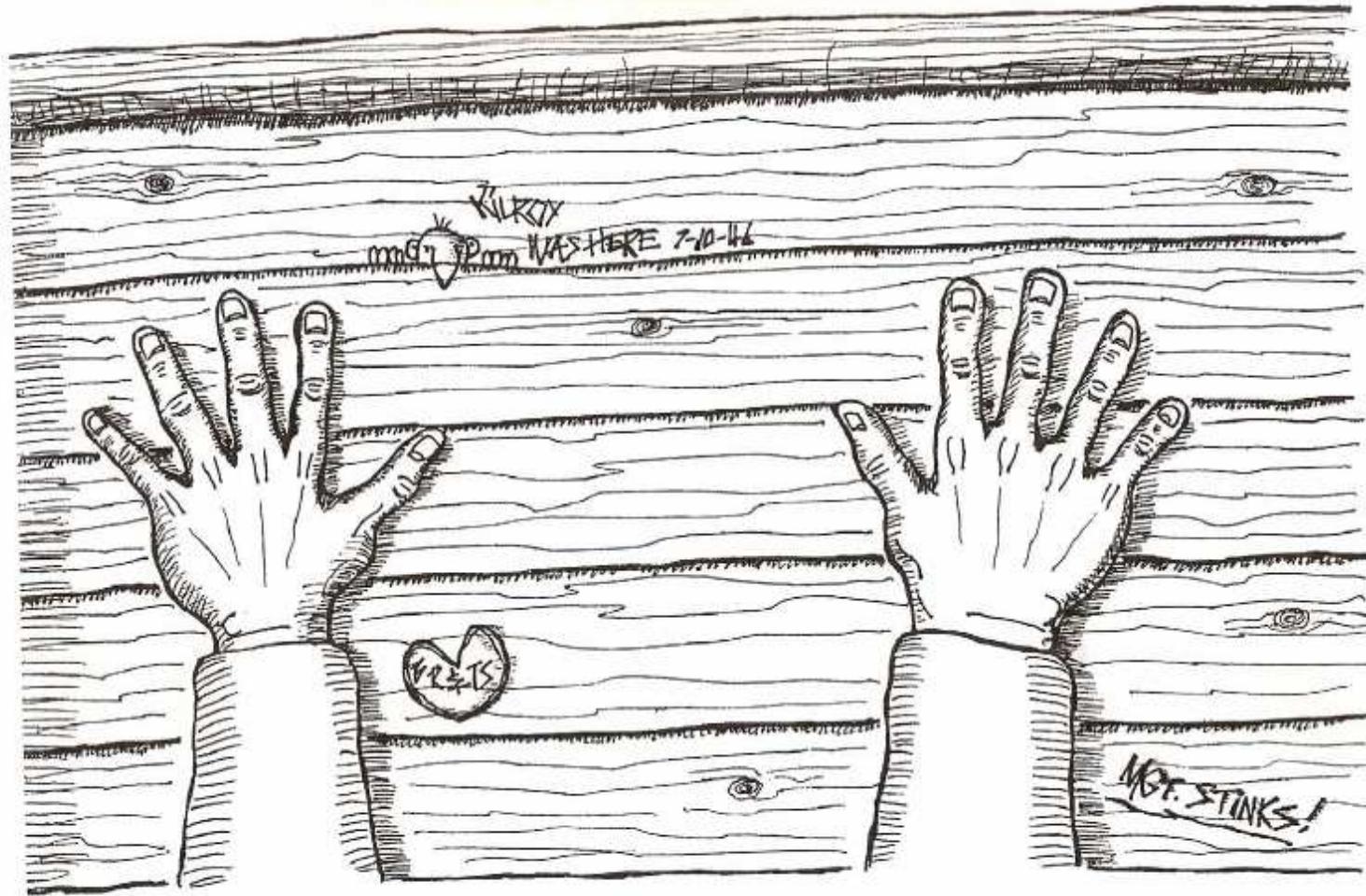


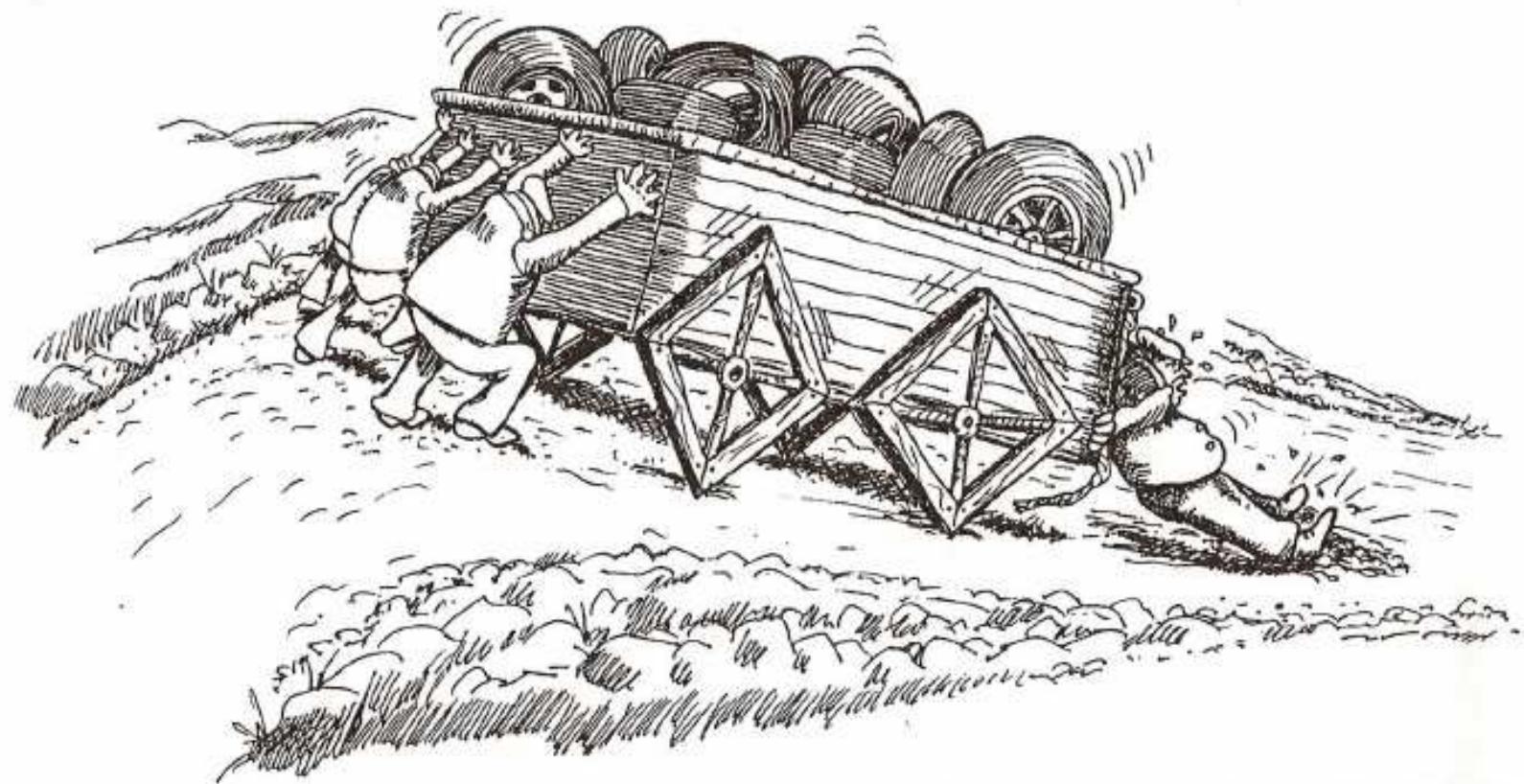
A face fata rezistentei profesorilor la schimbare











© Performance Management Company, 1992 - 800-659-1466

DE CE SE IMPOTRIVESC PROFESORII SCHIMBARII?

- ▶ Profesorii se impotrivesc pentru ca se simt amenintati de:
- ▶ frica de necunoscut!
- ▶ Cresterea volumului de munca!
- ▶ Atacul asupra identitatii profesionale!
- ▶ Pierderea influentei si a statutului!
- ▶ Comunicare ambigua!



Rezistenta in fata schimbarii este un proces de doliu dupa cunostintele la care trebuie sa renunti pentru a face loc celor noi.

Cele 5 stadii:

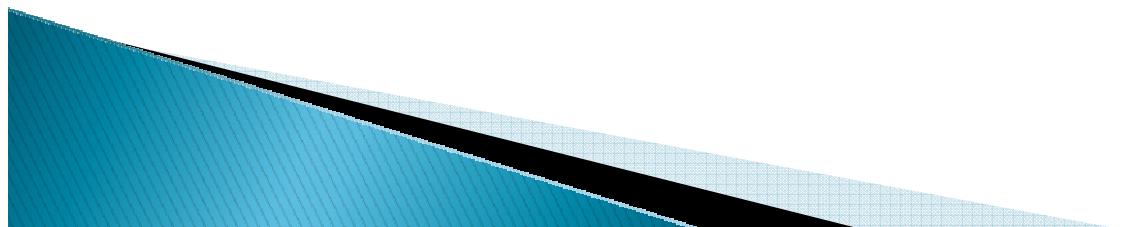
Negarea – Nu vor reusi sa faca asta!

Manie – Adica tot ce am facut eu pana acum a fost rau?

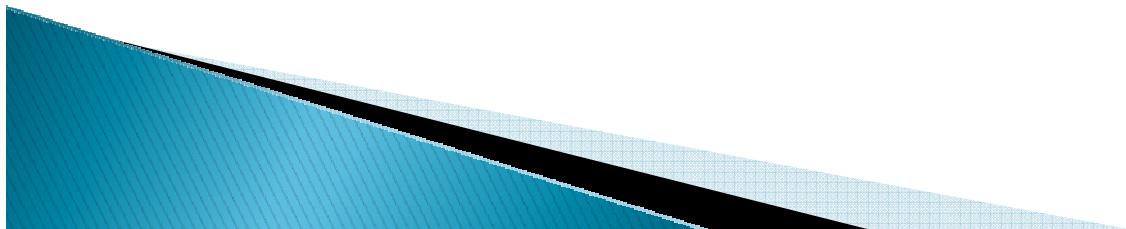
Depresie – Nu vor sa cedeze la argumentele mele!!

Resemnare – Astept sa vad ce se va intampla!

Acceptare – nu mai pot continua asa!



► Schimbarile se intampla in
fata dezastrului!!!



► Studiu de caz

► Dene Magna

