

Nordplus Horizontal: Nordisk nettverk – nye lærere

Present:

Institution	Wednesday 22.8	Thursday 23.8
Universitetet i Sørøst-Norge	Eva Bjerkholt	Eva Bjerkholt
Universitetet i Sørøst-Norge	Tonje Harbek Brokke	Tonje Harbek Brokke
Finlands lærerforening	Päivi Lyhykäinen	Päivi Lyhykäinen
Universitetet i Jyväskylä	Hannu Heikkinen	Hannu Heikkinen
Åbo akademi	Renata Svedlin	Renata Svedlin
Islands lærerforening	Anna Maria Gunnarsdóttir	Anna Maria Gunnarsdóttir
Universitetet i Akureyri	Maria Steingrimsdóttir	Maria Steingrimsdóttir
VIA universitetet Aarhus	Lisbeth Lunde Fredriksen	Lisbeth Lunde Fredriksen
VIA universitetet Aarhus	Karen Paaske	Karen Paaske
Danmarks lærerforening	Åse Bonde	Åse Bonde
NLC	Anders Rusk	
Utdanningsforbundet	Sissel Havre	Sissel Havre
Utdanningsforbundet	Astrid Sund	Astrid Sund
Pedagogstudentene		Frank A. Bræin
Pedagogstudentene	Martin Sorge Folkvord	Martin Sorge Folkvord
Utdanningsdirektoratet	Tove M. Thommesen	
Utdanningsdirektoratet	Kjersti Okkelmo	
Nettverket Ny som lærer	Knut-Rune Olsen	

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What is the main message you want to take home?

Individually:

- Ideas, questions, challenge
- Put all of this into one, two or three words on a post it note

In the small groups:

- Discuss which words to take in to the main discussion

In the main discussion:

- Discuss the words from the groups

Notes from group sessions:

Group 1:

- National framework from different perspectives
 - o Political decision makings
 - o Student perspectives
 - o Trade unions
 - o Funding
 - o Guidelines
 - o How do we build the mentor programs in the different countries?

- Cooperation
 - o Discussions
 - o Good/best practice
 - o What can we learn from each other
 - o Cooperation both within the country and across borders
 - o Cooperation between universities and schools
 - o Teachers' well-being
- Continuity
 - o Diversity
 - o Practices
 - o Research – sharing and showing decision makers
 - o Keeping links to people with «history», continuity in all levels of contributors: «collective memory»

Group 2

Participants for the conference: very broad

- Present knowledge and give understanding for the importance of mentoring
- Educated mentoring
 - o Emphasize the importance of educated mentors
 - o Good mentoring can make a difference!
 - o What do we need to make mentoring happen? Who can push from below?
 - o First and foremost, people need to accept that there is a problem before it can be addressed! Lack of teachers is an accepted problem which can open doors, however, it is more the quality of teachers which should be at the center of the problem.
- Presentations that show common challenges although on different levels

Group 3

- «Systemfeil»: System error!
 - o Stop the blamegame! We need to present a solution, a bridge between teacher education and induction period
 - o Important to get the message across to decision makers:
 - Poster with 5 good reasons to introduce mentoring programs
 - We have a stronger voice together
- Mentors' competence
- Financing
 - o More knowledge, more arguments for financing
 - o Talk the politicians language: money
- Focus on the school culture
 - o Room for professional development
 - o Mentoring must be immersed into the school's culture and group of colleagues

Poster/folder/roll up from the whole group to be distributed to stakeholders and politicians

«5 good reasons for supporting NQT's»

- 4/5 important points

- One in each of the nordic languages as well as in English
- Logo

The groups will continue to work with this in groups.

Results from the two group sessions – trade unions and researchers:

Trade unions and students:

- *Main conference:* Who is in the target group?
 - o Policymakers from the Nordic countries – at all levels; fylkesmann (Head of regions), unions, researchers, municipalities, student organizations, regional and national politicians
 - o Teacher unions and student unions
 - o Researchers and university level
- *Aim:*
 - o To give the policymakers some answers and solutions
- *Program setting:*
 - o 1.level: try to show what mentoring is and why it is good to receive mentoring
 - o 2. level: Today's situation in the Nordic teachers
 - o 3. level: What can we do about this?
- Get NQT's to come in and tell their stories
- Work shops, discussions – maybe a panel discussion

Clear perspective: This will not only benefit the single teacher, but the whole school.

- Mentoring or teacher induction programs?
 - o People are not aware of what induction is, but mentoring is a more familiar term. However, commonly, they think mentoring means «showing people around», not professional mentoring. Profesjonsveiledning?

Five good reasons to provide mentoring:

- Pupils get better teachers
- When we focus on the teacher, the pupil will benefit
- The whole school will benefit from it
- Good investment for the future
- The children cannot wait!
 - o From Åse:

Good reasons to support NQT:

- Pupils get better teachers
- When we focus on the teacher – the students will benefit from it
- The teacher will stay at the school /continuity
- Pupil will not get a new teacher every year
- The whole school will benefit from it
- The pupils get better teaching when the teacher is ok
- It is a very good investment for the future
- The student will meet qualified teachers also in the future

- The students can't wait

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Researchers and university sector:

Five good reasons to receive mentoring:

- Investment in new teachers in investment in our future
- *Every new teacher* deserves good mentoring
- Passion for teaching is our treasure. Let's take good care of it.
- Teacher induction contributes to professional development
- Bridging the gap between education and profession
- Educated mentors and educated mentoring for professional development
- Mot på lærerlivet
- Lyst til å forbli i profesjonen
- Lyst til livslang profesjonell utvikling

Passion, commitment, engagement, devotedness

...investment for ALL new teachers

...developing national framework

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Tasks before our next meeting:

- New name: We need to find a good name for our network. Up until now, we have used Nordisk nettverk – nye lærere. The group feels it does not reflect the purpose of the group well enough. We need to come up with a more informative name – possibly in English- for our next meeting.
- We also need a title for the final conference in November 2019.
- How to finance the final conference. We do not intend to take any fees from the participants, but everyone must cover their own travel expenses.
- Anna Maria is in dialog with the Icelandic ministry regarding the final conference.

Next meeting: 4. – 5. March in Uppsala, Sweden, in connection with the NERA conference 6. – 8. Mars 2019.

- We will start the program around 10:30/11 am Monday. We need to plan for a symposium at the NERA conference, and need to make a group for planning the symposium at NERA. Hannu has been asked to lead this work.

Abstracts are due in early November. Conference web site: <http://www.nera2019.com/>

- **Monthly Skype-meetings.** Tonje will send out proposals for meeting days.

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