



Training for Teachers

Report, Macedonia, 2019

1. Preparation phase of the training

1.1 Development of the program (April -May 2019; August-September 2019)

- Program was prepared in April/May for the first day of Training for Teachers realised on June 11, 2019 and August-September for the second day of Training for Teachers realised on September 26, 2019, in accordance with the guidelines for WP5;
- The detailed structure and schedule of training can be seen from the invitation included as Annex 1 & 2.

1.2 Invited speakers

- Representatives with the expertise and experience in the field.

1.3 Invited participants

- Teachers, school counsellors, educators and other potential stakeholders.
- The invitations for the events were disseminated through: emails, Facebook, personal (phone) communication with schools, through other partner institutions that work with inclusion of Roma/migrants in education and network of partners.
- Participants confirmed their participation through email and registered for the events through sign in attendance sheet.

1.4 E-classroom (open access)

- All participants were invited to access & read materials from the e-classroom prior to the event. All project materials were available both in Macedonian and Albanian languages including some important project reports.

2. Training delivery

- The training for teachers was delivered two-days and in different dates and times:
 - o June, 11 2019, Skopje. Location SEEU campus
 - o September, 26 2019, Skopje. Location: SEEU campus

The content of the training for teachers was structured in following thematic parts:

- Welcome and Introduction to the RoMigSc project activities in the last two and



half years. Introduction to working packages; results of previously organized trainings; established network of partnership with organizations and institutions.

- e-platform and use of the platform as resource in future activities in schools for better inclusion-underlying availability of visual materials, pedagogically structured materials, exchange of experiences from different countries.
- E-platform was presented in the first session in the training; and the fourth session was on practical use of the E-platform.
- Multicultural societies: Techniques and advices for inclusion of the Roma and all other children in the educational process and mutual acceptance of each other; Case study: Sumnal, Skopje. Different examples of good practices for inclusion of Roma children in schools were presented. It was an interactive session with practical exercises; participants were divided into 5 groups, each team had 4 members and they needed to present one activity they had performed or plan to perform for inclusion of Roma children in schools. This session was delivered by Sibel Bajram.
- Theory input and discussion on inclusive and multicultural education was introduced by Maja Muhic. This session covered multicultural education: techniques and good practices for working in multicultural classroom. Case studies and practical examples were introduced to explain multicultural, intercultural and tolerance concepts and competencies.
- Presentation of the Ombudsman's report on the "Perception on Implementation of the Decade of Roma Inclusion and National Strategy 2005-2015 in the Republic of North Macedonia.
- The last session was dedicated to concluding remarks, evaluation questionnaires and delivery of certificates.

2.1 Training for teachers - 11. 06. 2019

Location: SEEU, Skopje

Number of participants: 28

Programme content:

Tuesday, June 11, 2019		
09:30	Registration	
09:45 11:15	Welcome and Introduction to the RoMigSc project Partner country experience: Slovenia, Italy, and Spain Interactive discussion	Project Coordinator: Veli Kreci Project team members: Merita Zulfu Alili & Besa Kadriu



11:15 11:45	Coffee Break	
11:45- 13:15	Multicultural societies: Techniques and advices for inclusion of the Roma and all other children in the educational process and mutual acceptance of each other. Case study: Sumnal	Session delivered by Sibel Bajram
13:15 14:15	Lunch break	Organized at SEEU premises
14:15 15:45	Theory input on intercultural competences Teaching in multicultural classroom environment Discussion on inclusive and multicultural education	Session delivered by Maja Muhic
15:45 16:15	Coffee break	
16:15 18:30	Introduction to the RoMigSc e-classroom platform Concluding remarks Delivery of certificates Evaluation questionnaire	Presentation delivered by project team members: Veli Kreci & Merita Zulfu Alili

2.2 Training for teachers - 26. 09. 2019

Location: SEEU, Skopje

Number of participants: 29

Programme content:

Thursday, September 26, 2019		
09:45	Arrival and Registration	
10:00 10:30	Welcome and Introduction to the RoMigSc project activities. Welcoming remarks Presentation of project activities and the project e-platform	Moderator: Prof. Jonuz Abdullai Memet Memet, Dean, Faculty of Contemporary Social Sciences, SEE University. Project team members
10:30- 11:00	Ombudsman's Perception on Implementation of the Decade of Roma Inclusion and National Strategy 2005-2015 in the Republic of North Macedonia (Согледување на Народниот правобранител за спроведувањето	Ixhet Memeti, Ombudsman of the Republic of North Macedonia



	на Декадата за инклузија на Ромите и Националната стратегија 2005-2015 во Република Северна Македонија) Interactive discussion	
11:00 11:30	Coffee Break	
11:30-12:15 12:15-12:55	Multicultural societies: Techniques and advices for inclusion of the Roma and all other children in the educational process and mutual acceptance of each other. Questions and Answers: challenges for inclusion. Specific cases.	Session delivered by Sibel Bajram Project team members
13:00 14:00	Lunch break	Organized at SEEU premises
14:15 15:45	Theory input on intercultural competences Teaching in multicultural classroom environment Discussion on inclusive and multicultural education	Session delivered by Maja Muhic
15:45 16:15	Coffee break	
16:15 18:30	Introduction to the RoMigSc e-classroom platform Concluding remarks Delivery of certificates Evaluation questionnaire	Presentation delivered by project team members: Veli Kreci & Merita Zulfu Alili

3. Evaluation of the training and policy recommendations

3.1 Letter of thanks and evaluation questionnaire

- At the end of the training participants were asked for the feedback through evaluation questionnaires and we agreed to keep them informed about other activities in the future.
- A week after the training thank you email to all the participants for their contribution and participation were sent reminding them to make use of e-platform as registered user.

3.2 Evaluation analysis

Evaluation of the Training for teachers-day 1 is presented below:

Figures 1a, 2a, 3a, 4a and 5a are showing summary of training evaluation:

- The evaluation sheet was filled out by 19 respondents. As can be seen from the figure 1a, majority of respondents were teachers (74%).
- Figure 2a shows that all of respondents had been involved in a work with Roma children; 32% in volunteering. Previous experience with specific methods to integrate migrant/Roma children had only 26% of respondents.
- As Figure 3a shows, the respondents were in general very satisfied with the training- on the scale from 1 to 4, satisfaction was 3,9. The level of satisfaction was the highest with presentations delivered by the experts and exchange of experiences with the peers and colleagues (satisfaction 4).
- From Figure 4a it is evident that most respondents (18) were satisfied with opportunities to express suggestions and opinions during the training; however 1 respondent claimed that did not have enough opportunities for expressing suggestions. 18 respondents stressed that they gained new knowledge during the training; 1 respondent claimed that obtained new knowledge only partly.
- From Figure 5a, we can conclude that improvements of further training for the teachers should include more practical exercises and discussions.

Evaluation of the Training for teachers-day 2 is presented below:

Figures 1b, 2b, 3b, 4b and 5b are showing summary of training evaluation:

- The evaluation sheet was filled out by 25 respondents. As can be seen from the figure 1b, majority of respondents were teachers (75%).
- Figure 2b shows that 24 respondents had been involved in a work with Roma children, 1 with migrant children and 3 participants also in volunteering. Previous experience with specific methods to integrate Roma/migrant children had 72% of respondents.
- As Figure 3b shows, the respondents were in general very satisfied with the training- on the scale from 1 to 4, satisfaction was 3,5. The level of satisfaction was the highest for materials in e-classroom and discussions about the general context of integration of Roma and migrants in schools.
- From Figure 4b it is evident that most respondents (15) were satisfied with opportunities to express suggestions and opinions during the training; however 1 respondent claimed that did not have enough opportunities for expressing suggestions. 18 respondents stressed that they gained new knowledge during the training; 6 respondents claimed that obtained new knowledge only partly.
- From Figure 5b, we can conclude that improvements of further training for the



teachers should include more practical exercises and discussions.

Figure 1a: Structure of participants (count):

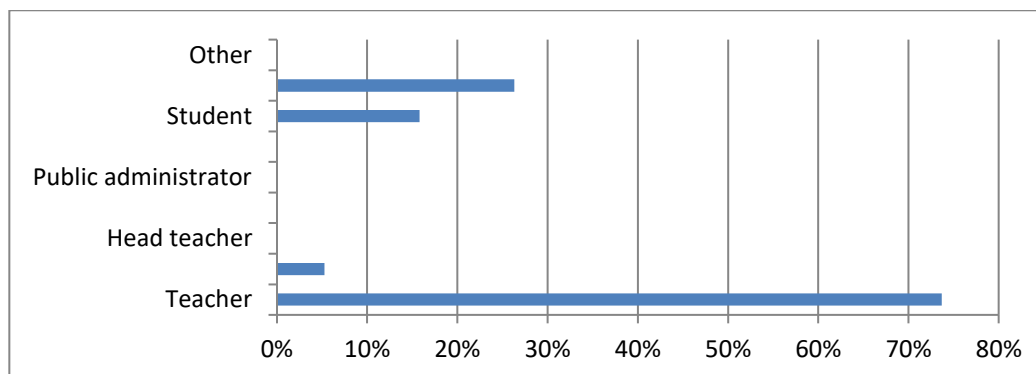


Figure 1b: Structure of participants (count):

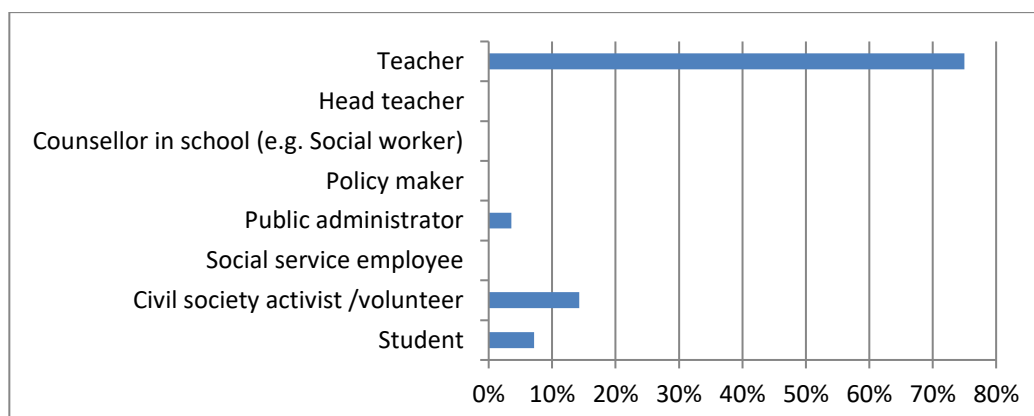
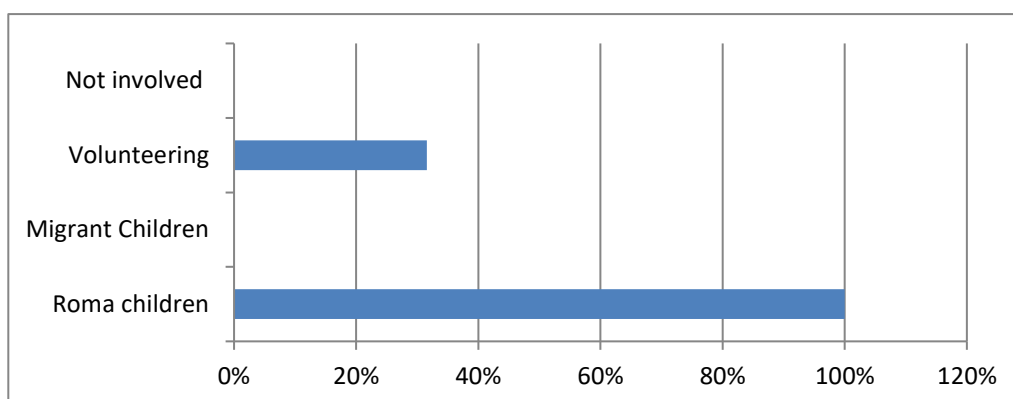


Figure 2a: Experience of participants (count):

a.) professionally, involved in the areas of activities related to



b.) previous experience with specific methods to integrate Roma and migrant children into learning environment

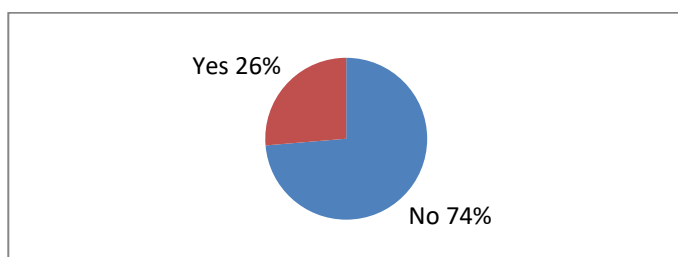
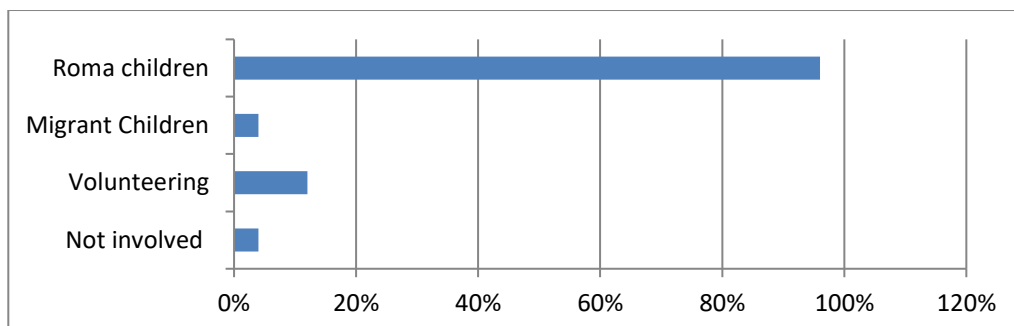


Figure 2b: Experience of participants (count):

a.) professionally, involved in the areas of activities related to



b.) previous experience with specific methods to integrate Roma and migrant children into learning environment

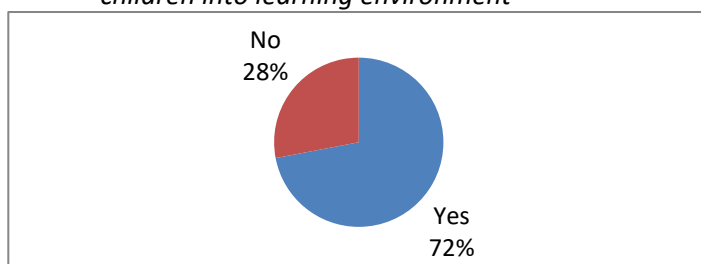


Figure 3a: Assessment of content and methodology of presentations (grades from 1 to 4):

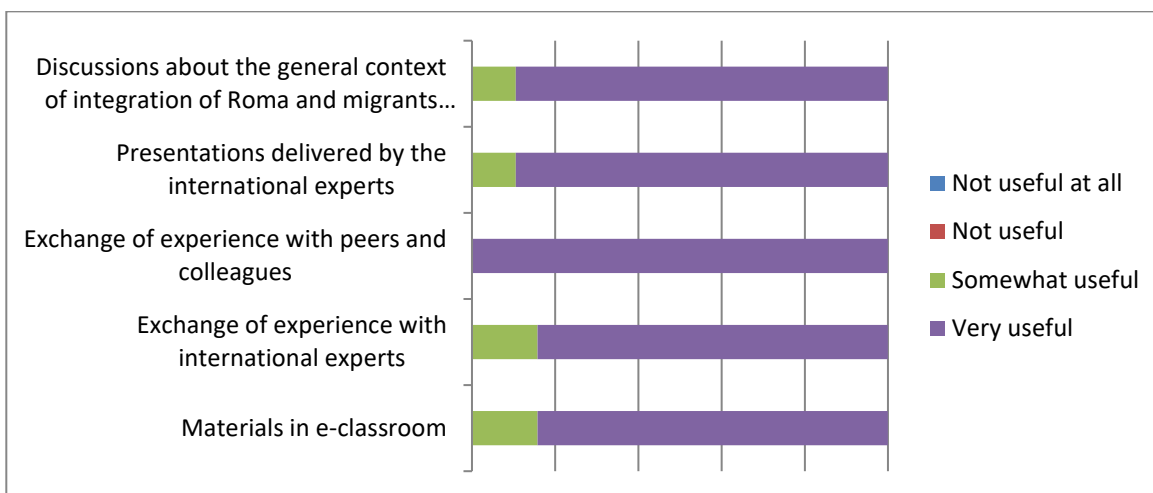


Figure 3b: Assessment of content and methodology of presentations (grades from 1 to 4):

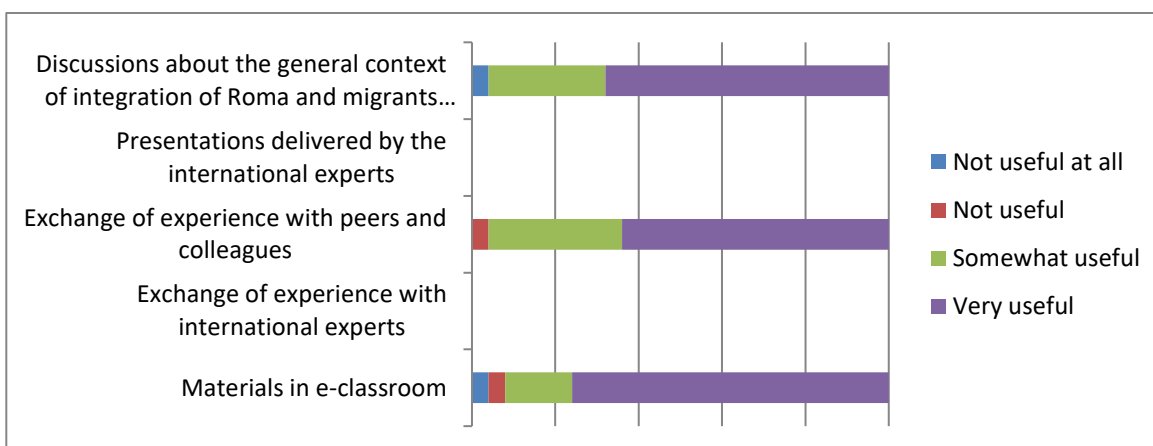
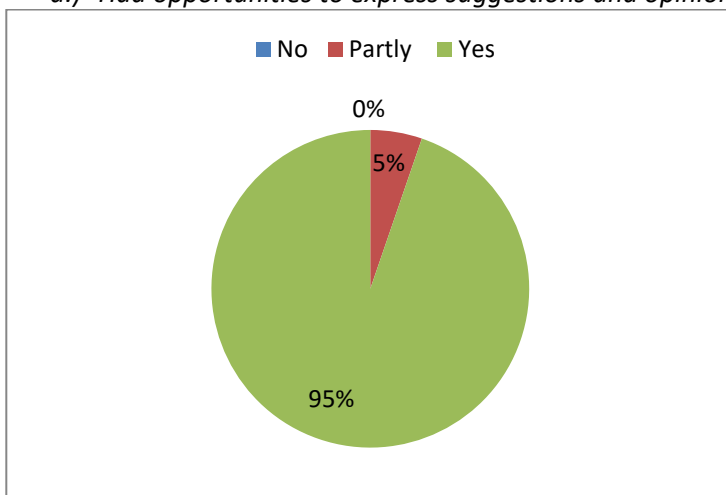


Figure 4a: Learning and discussion (frequency in %):

a.) Had opportunities to express suggestions and opinions



b.) Had obtained new knowledge in the event

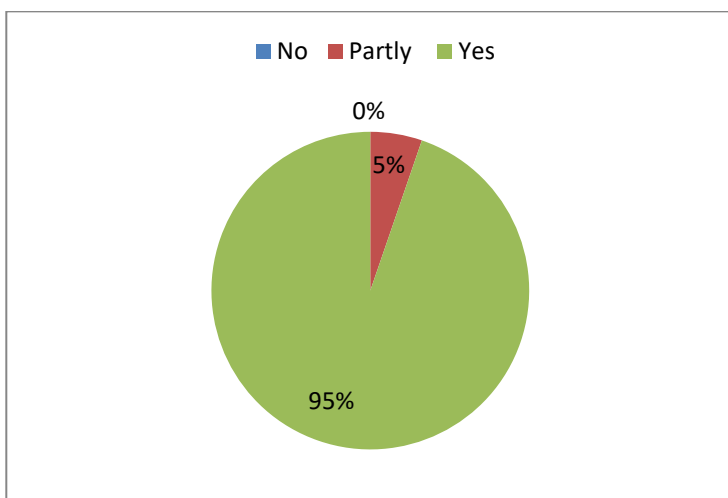
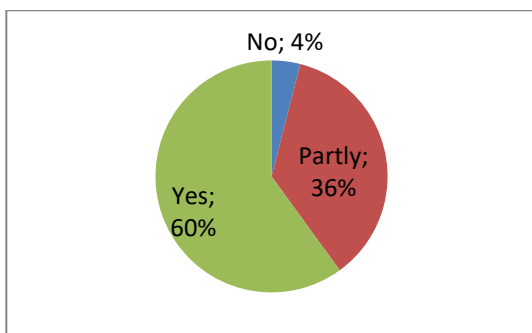


Figure 4b: Learning and discussion (frequency in %):

a.) Had opportunities to express suggestions and opinions



b.) Had obtained new knowledge in the event

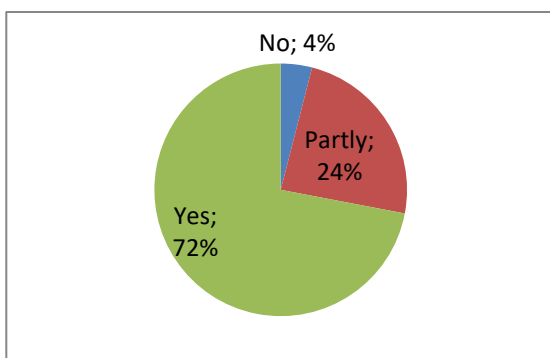


Figure 5a: Suggestions for improvements (count):

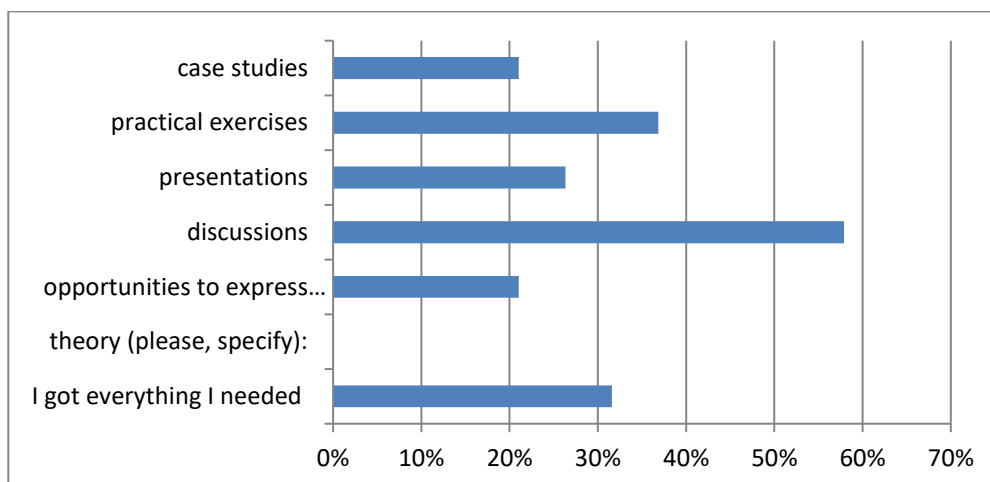
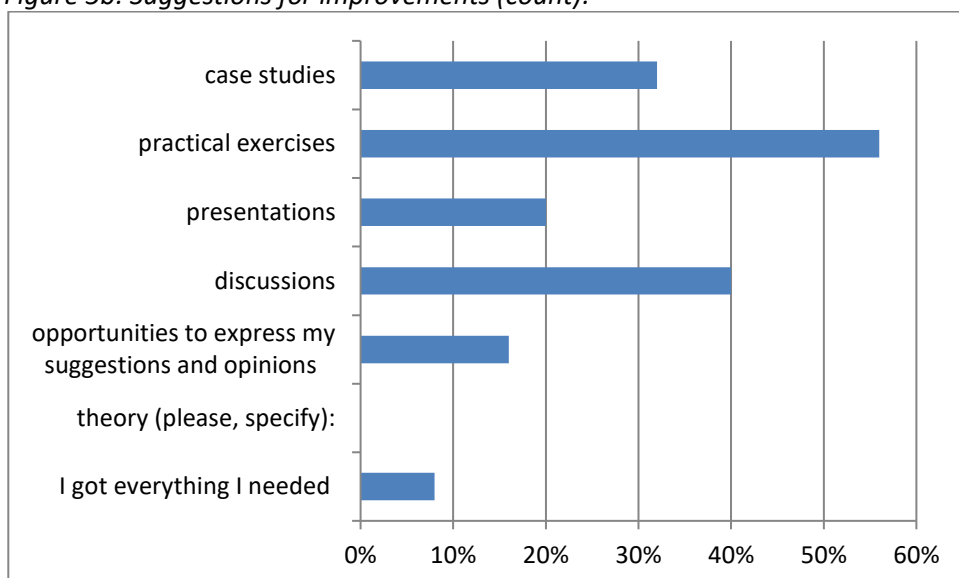


Figure 5b: Suggestions for improvements (count):



3.3 Conclusions and policy recommendations

From the training discussions and evaluation, we can extract the following conclusions and policy recommendations:

- Roma children need special programs in cases when pupils of 10-12 years old cannot write and read; pupils are usually grouped together no matter of their age and in this case older pupils are ashamed and not motivated to learn in such



environment;

- good practices, experiences should be shared through different platforms-training for teachers could be a good example of that;
- schools with majority pupils being Roma have more activities/projects for their inclusion in schools, however schools with small number of Roma children lack of activities and good practices for inclusion of vulnerable groups into the education system;
- volunteers have an important role in helping Roma children to overcome difficulties in learning; according to previous experience of the teachers attending this training volunteers and tutors/mentors should be engaged in helping pupils with homework and other activities after classes.
- Mentors engaged in helping pupils during the classes have not been effective since in some cases mentors profile was not adequate for teaching a certain subject/course;
- the municipality and the ministry of education should create and implement an effective strategy for inclusion of Roma children in education;
- poor family status as a main reason for not attending schools, children who need to be in schools either take care for their younger brothers and sisters or work in streets to make their living;
- the problem of drop out and irregular attendance of Roma pupils start from the family education; hence there is a necessity of strategy and projects for increasing the awareness of the parents for inclusion of Roma children in schools and education of parents;
- textbooks with content from different cultures and national background are necessary to lower discrimination, since the content of existing textbooks favor the culture of citizens with Macedonian background mainly; however teachers can use the existing textbooks in more intercultural way, they can use different approach to explain to students/pupils.
- Roma teachers and assistants to be included in the education system;
- more scholarships are necessary for Roma pupils;
- “we are all equal”-we need society without prejudices;
- application of interculturalism in the education system;
- in training for teachers and volunteers parents of Roma children to be invited and teachers from different schools where the number of Roma children is small and from schools where the majority of pupils are Roma.

3.4 Pictures from the event:



Inclusion of Roma and Migrants in Schools
Trainings, Open Discussions
and Youth Volunteering Activities

<https://romigsc.eu>



Co-funded by the
Erasmus+ Programme
of the European Union







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ANNEX 1

Skopje, SEE University

Training for Teachers

June 11, 2019

You are cordially invited to attend to the Teacher Training event as representative of your school, organized within the Roma and Migrant Inclusion in Schools (RoMigSc) Erasmus+ project. The training session will focus on

- building intercultural skills and competences in dealing with diversity
- teaching in multicultural classroom environment
- topics covering prejudices and discrimination and
- presentation of teaching materials available in RoMigSc e-classroom

Event name: Teacher Training

When: June 11, 2019

Place: South East European University, Skopje campus
Arhiepiskop Angelarij, nr.1 (the entrance of Bit Pazar from the side of Stone Bridge)

Maximum number of participants: 25



Target group: Teachers, educators, and counsellors.

Tuesday, June 11, 2019		
09:30	Registration	
09:45 11:15	Welcome and Introduction to the RoMigSc project Partner country experience: Slovenia, Italy, and Spain Interactive discussion	Project Coordinator: Veli Kreci Project team members: Merita Zulfu Alili & Besa Kadriu
11:15 11:45	Coffee Break	
11:45- 13:15	Multicultural societies: Techniques and advices for inclusion of the Roma and all other children in the educational process and mutual acceptance of each other.	Session delivered by Sibel Bajram
13:15 14:15	Lunch break	Organized at SEEU premises
14:15 15:45	Theory input on intercultural competences Teaching in multicultural classroom environment Discussion on inclusive and multicultural education	Session delivered by Maja Muhic
15:45 16:15	Coffee break	
16:15 18:30	Introduction to the RoMigSc e-classroom platform Concluding remarks Delivery of certificates Evaluation questionnaire	Presentation delivered by project team members: Veli Kreci & Merita Zulfu Alili

Looking forward to see you all soon!

Sincerely,

RoMigSc Project Team



ANNEX 2

Skopje, SEE University Training for Teachers September 26, 2019

You are cordially invited to attend to the Teacher Training event and National Seminar as representative of your school, organized within the Roma and Migrant Inclusion in Schools (RoMigSc) Erasmus+ project. The training session will focus on

- building intercultural skills and competences in dealing with diversity
- teaching in multicultural classroom environment
- topics covering prejudices and discrimination and
- presentation of teaching materials available in RoMigSc e-classroom

Event name: Teacher Training (half day attended National Seminar-joint session)

When: September 26, 2019

Place: South East European University, Skopje campus
Arhiepiskop Angelarij, nr.1 (the entrance of Bit Pazar from the side of Stone Bridge)

Maximum number of participants: 25

Target group: Teachers, educators, and counsellors.

Thursday, September 26, 2019		
09:45	Arrival and Registration	
10:00 10:30	Welcome and Introduction to the RoMigSc project activities. Welcoming remarks Presentation of project activities and the project e-platform Ombudsman's Perception on Implementation of the Decade of	Moderator: Prof. Jonuz Abdullai Memet Memet, Dean, Faculty of Contemporary Social Sciences, SEE University. Project team members Ixhet Memeti, Ombudsman of the Republic



10:30-11:00	Roma Inclusion and National Strategy 2005-2015 in the Republic of North Macedonia (Согледување на Народниот правобранител за спроведувањето на Декадата за инклузија на Ромите и Националната стратегија 2005-2015 во Република Северна Македонија) Interactive discussion	of North Macedonia
11:00-11:30	Coffee Break	
11:30-12:15	Multicultural societies: Techniques and advices for inclusion of the Roma and all other children in the educational process and mutual acceptance of each other.	Session delivered by Sibel Bajram
12:15-12:55	Questions and Answers: challenges for inclusion. Specific cases.	Project team members
13:00-14:00	Lunch break	Organized at SEEU premises
14:15-15:45	Theory input on intercultural competences Teaching in multicultural classroom environment Discussion on inclusive and multicultural education	Session delivered by Maja Muhic
15:45-16:15	Coffee break	
16:15-18:30	Introduction to the RoMigSc e-classroom platform Concluding remarks Delivery of certificates Evaluation questionnaire	Presentation delivered by project team members: Veli Kreci & Merita Zulfiu Alili

Looking forward to see you all soon!

Sincerely,

RoMigSc Project Team



ATTENDANCE LIST

Title of the Project:	Inclusion of Roma and Migrants in Schools: Trainings, Open Discussions and Youth Volunteering Activities (RoMigSc)
Project. Ref. No.:	580228-EPP-1-2016-1-SI-EPPKA3-IPI-SOC-IN
Title of event(s):	Training for Teachers
Date of event:	11.06.2019 & 12.06.2019
Country/city and of event:	South East European University, Skopje, North Macedonia.

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24.	Željko Krstevski	SEEU	Coordinator		Željko Krstevski



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32.					
33.					
34.					
35.					

RoMigSc Project_National Seminar-Teachers_SEEU Skopje_26.09.2019

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3	Амра Незири	Браќа Рамиз-Халид"	орг. наставник	
4	Весна Павловска	Браќа Рамиз-Халид"	орг. наставник	
5	Весмица Треноска	Браќа Рамиз-Халид"	орг. наставник	
6	Елена Ангелоска	Браќа Рамиз-Халид"	предметен наставник	
7	Мирослав Андреевски	Браќа Рамиз-Халид"	предметен наставник	
8	Марјан Лишневски	Браќа Рамиз-Халид"	предметен наставник	
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11	Фатима Б. Аземова	СУМНАЛ	волонтер	
12	Мухамед Ајваз	СУМНАЛ	психолог	
13	Суден Бајрам	СУМНАЛ	наст.	
14	Виколета Сивановска	СУМНАЛ	наст.	
15	Викиторија Михајловска	СУМНАЛ	наст.	
16	Ресмија Бајрам	СУМНАЛ	наст.	
17	Сенра Бајрам	СУМНАЛ	наст.	
18	Себастијан Бајрам	СУМНАЛ	наст.	
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