

A pilot programme in Euskadi studies the viability of a dual model for teacher training

- 10 schools in Euskadi have participated in a pioneer model that attracts talent and provides initial training for teachers.
- 20 young graduates are participating in this initiative which is being implemented with the European Commission's support inside the **Erasmus + project**.
- Different agents from the educational community, including the public administration, universities and organizations from the third sector, have been involved in its implementation:.

● A new way of understanding the teachers' training induction

The pilot programme named "*A New Way for New Talents in Teaching*" (NEWTT) is proving the viability of implementing a model of **dual training or residency for teachers'** training, based on the current model that medical doctors receive in Spain.

The proposal is based on the idea of **an extended two-year practicum** - the current internship lasts usually less than two months - where the interns receive an intensive training at the school, together with **a continuous and personalized mentoring** during their training; the induction is progressive and supervised. The teaching profession is of great importance and complexity, and for that reason, the new model tries to reinforce the training and the initial support for teachers in their early stages.

The initiative is being implemented in different European countries (Latvia, Bulgaria, Austria, Romania) and in Spain. Here, the NEWTT is being implemented by the **Basque Country's** regional Department for Education with European funds from the **Erasmus +** programme. The education NGO **Fundación Empieza por Educar** and the universities **UPV-EHU** and **Deusto** have participated on it, with the twenty young participants being enrolled in their MFP's (Master de Formación de profesorado -Master for Teacher Training).

Last Saturday, in an event which took place in Bilbao, the first learning experiences from the NEWTT's implementation in Euskadi were shared by participants and education specialists.

In a round table organized in the event, members of the Basque Government were present. **Miren Artaraz**, Director of Higher Education Policy and Coordination,

highlighted the importance of all the initiatives which translates into improvements regarding teachers' training domain: "If we do it right, if we are able to train good teachers, those teachers will have the opportunity to impact on a whole generation, and this is a key issue". An idea which was also complemented by **Jesús Fernández**, former Director of Schools at the Education Department, and one the first promoters of the pilot: "Every study confirms that the key issue to improve the educational system is the human factor, which means, more training for teachers and headmasters". **Esther Sarsa**, General Director of *Empieza por Educar*, also stated: "This pilot programme counts on the European Commission's support for exploring a new model for teachers' induction, and I would like to remark its collaborative nature, as numerous educational entities are involved on it. We think that it could be a great way for innovation in the educational system where the residency schools and universities have a key role".

● Impact on educational equity and operation in the schools.

Ten schools were chosen by the Basque Government to be part of the pilot. In these schools, students have a **greater risk of exclusion** and **early drop out**, hence adding more value to the specific training that teachers need in such complex environments.

Azucena Molina, Principal of the *IES Soloarte*, in Biscay, which has two participants doing the pilot, praised the daily impact they are having in the school: "We need people who want to be here, who has a project for the school, presenting a strong vocation and initiative. This is very important and I can see this attitude on them. Being able to choose the right people is a fundamental issue".

● Audit of the results and extension of the model

The measuring and contrast of the project's impact will be led at an international level by the **german university of Duisburg-Essen**, and at the regional level in Euskadi by the Basque Institute for Education Assessment and Research, **ISEI-IVEI** (*Instituto Vasco de Evaluación e Investigación educativa*).

Moreover, at the same time, an exhaustive data collection process is taking place, assessing schools' own experience through surveys, which are starting to show very good results.

A favourable audit of the results would provide solid arguments to continue with the implementation and scaling of the teachers' training model already proposed, or with another one.