



**Мининский
университет**

Нижегородский государственный
педагогический университет
имени Козьмы Минина

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**University development
strategy(2013—2023)**

What is the need for Teacher Training



The real teacher, in fact, lets nothing else be learned than learning.

Martin Heidegger, 1951

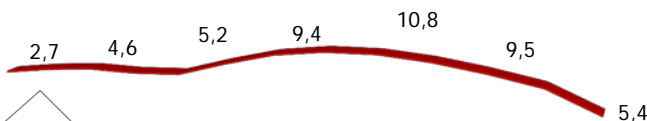


I am convinced, that we need to develop teacher training as a separate trend, as a separate discipline, it is a very delicate and complicated process.

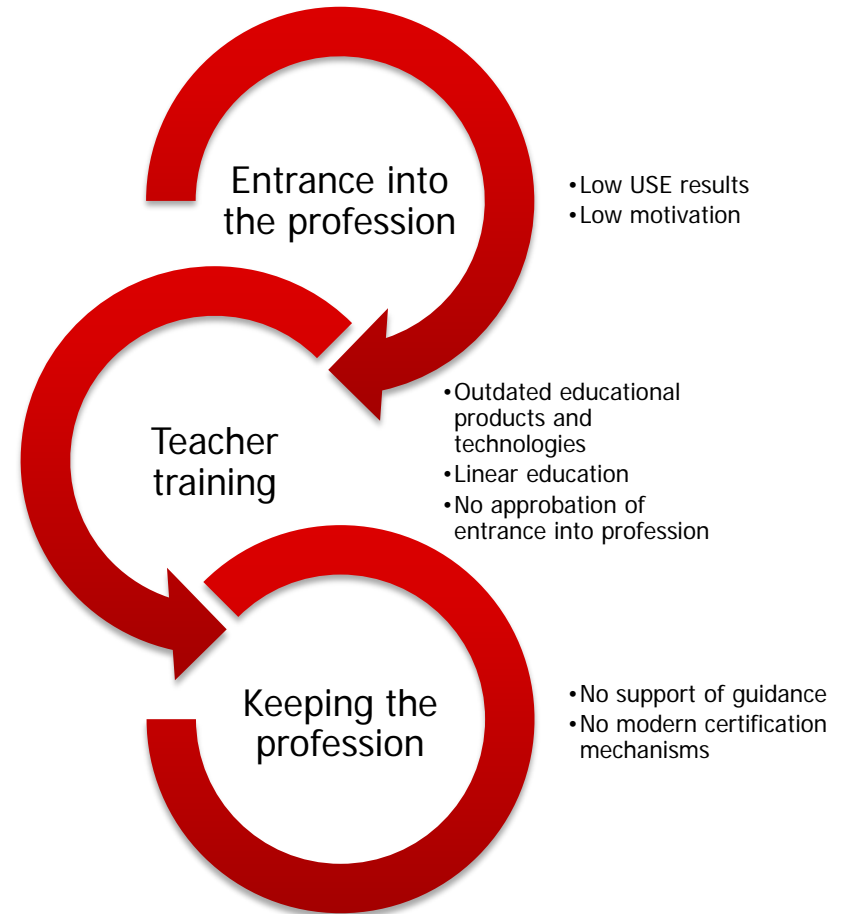
Vladimir Putin, 2012

Global challenges and teaching staff training

- Globalization and increase in academic and labor mobility
- Modernization and emergence of new professions
- Innovations, technological development
- Internationalization of education
- Negative demography



Decrease in the number of students 2013 – 2025.

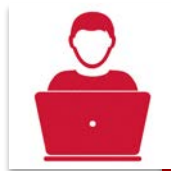


The society has changed, but the school has not.



Society

- Globalization
- Digitalization
- Informatization
- Pragmatization
- Acceleration in changes



Individual

- Multiculturalism
- IT-competency
- Info-culture
- Project competencies
- Self-development



Teacher

- Cross-cultural competency
- ICT competence
- An ability to organize students' search activities
- Moderator competency
- Self-development

The Grey Zone

Teacher training does not guarantee the competences needed

The teacher does not meet the growing requirements

The difficulty of combining all the competences required in one teacher

The end of the «unskilled childhood era»

Lack of competence preparation for school pupils

Dissatisfaction with teacher work

Teacher of the Future



1. *Thinks outside the box*
2. *meet challenges, for which no solutions have yet been found*
3. *proves their own proficiency by real achievements and results*
4. *acts efficiently, taking responsibility for the project and the team in a situation of uncertainty, limited resources and personal risk*
5. *preserves traditions of the national culture*

Environment

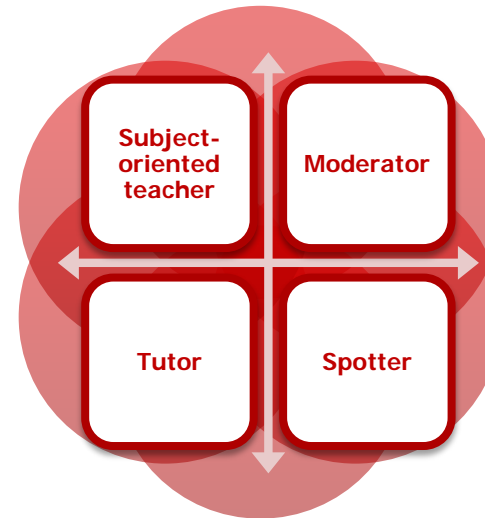
- Innovative infrastructure
- Social initiatives

Projects

- Project activity
- Introduction
- Expertise

Admission

- Professional exam
- Certification



Competences

- Subject
- Super-subject, Foreign languages, IT, Project Management

Trajectories

- Individual
- Group
- Professional
- Educational

Practices

- Training sites
- Clinical practices

Teacher training model transformation

From...

Educational process linear arrangement

Standardized training model

Geographically fixed

Lecture/seminar system

Impartion of knowledge, techniques, skills

Subject-oriented approach

Universal educator

To...

Non-linear
modular schemes and practice-oriented educational programs

team-individual training model
individual educational path and the formation team-working competences

Open universal
integral practice, mobility, partnership

Project-oriented team learning

Competency formation
projecting 15-20 year perspective

Anthropocentrism
human capital as the basis for development

New pedagogical work division model

Minin University: Project's ideology and principles

- Universality
 - Teacher training— a developmental element for *literally* everyone
 - Declares ideals, forms the desired manageable future
 - Affects the national development and security (reduces risks)
 - Not only a matter of the Government, but also of the society
- Maximal openness and cooperation
- Competitiveness
 - Struggle for human capital, increasing competition in the educational market
- Advancing
 - Forming future trends
- Emphasis on innovative project activities

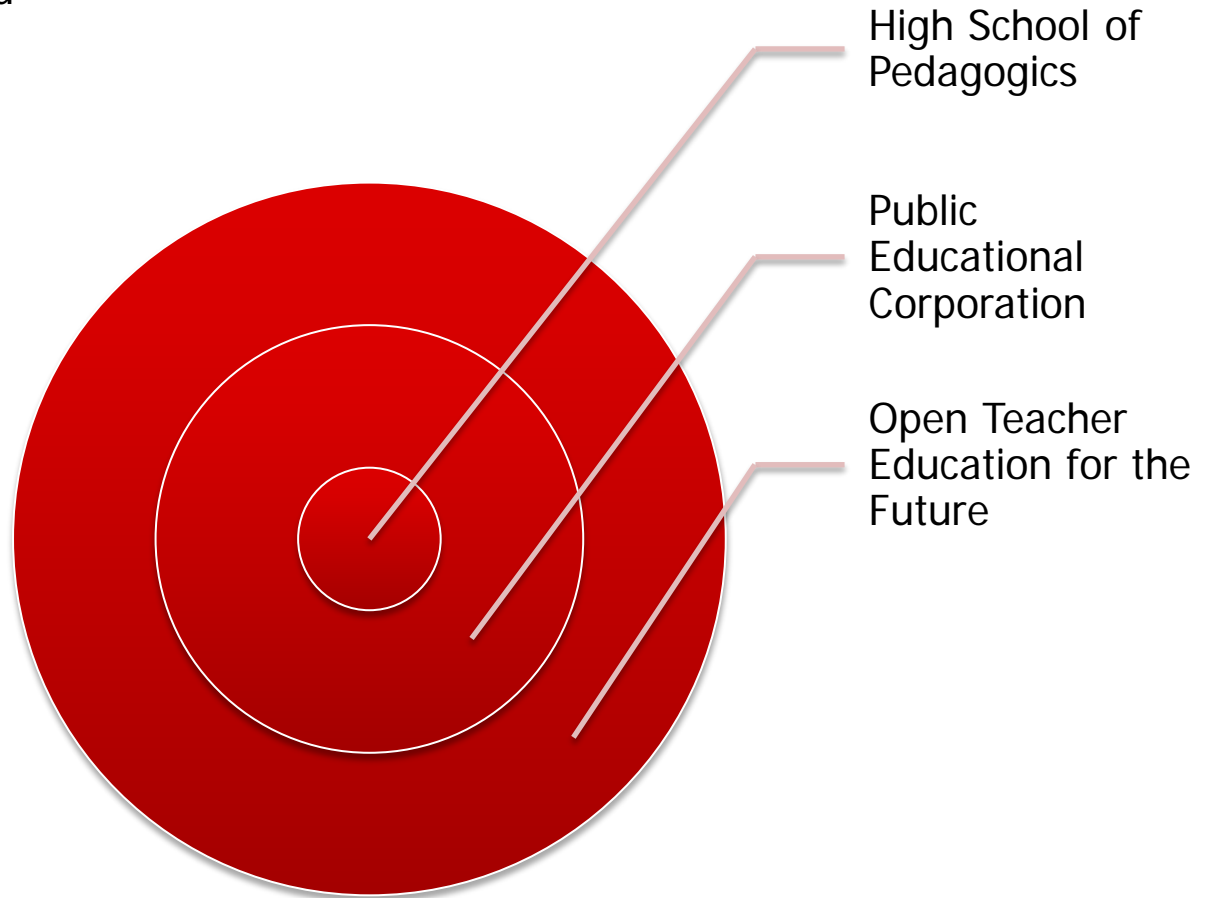
Future management system

Ascending anticipatory development in the scope of the global agenda

Minin University: Project's objective

Pedagogics — scientific and educational strategy for personal and national development

Teacher as a «Life Coach»



Minin University: Project's mission

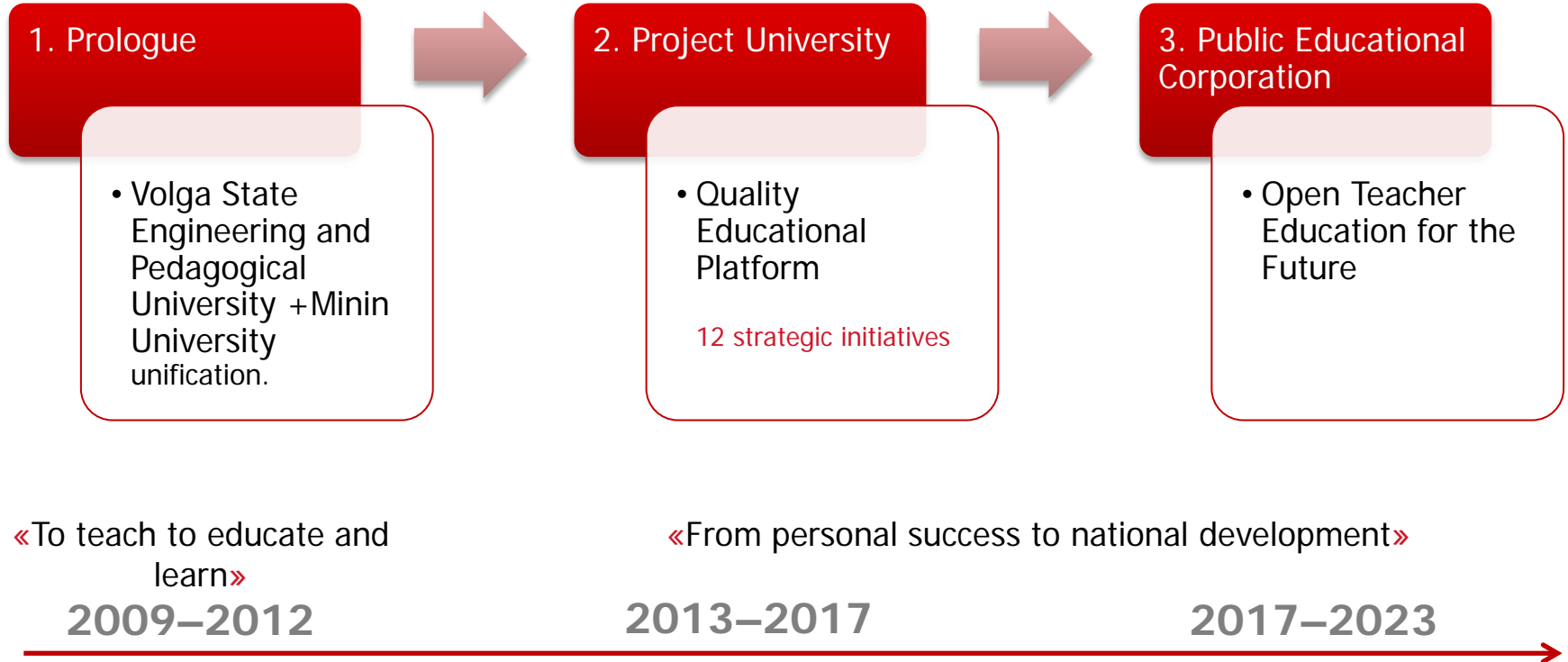
High School of Pedagogics – From Personal Success to National Development

2009–2012

2013–2017

2017–2023

Minin University: Project's stages



Project University



Step to
profession

E-learning –
electronic
educational
environment

Partnership
without
boundaries

EMA — UMO
(Educational
Methodical Association
– Useful Mobile Office)

Clinical practice
framework

Teacher of the
Future

HR: staff
management
quality

R&D: 1-2-3

High School of
Social Initiatives

MS: International
standard

Management
accounting

Patronage

SEI: Strategic Educational Initiatives

Marketing	Enter into the profession	Personal and professional career guidance center	Assures the selection of highly motivated university entrants and provides support for beginner teachers: from early detection of abilities to early vocational guidance and advanced employment.
	Digital Pedagogics	E-learning and E-learning environment	Open teacher education in the context of the world's best case studies
Service production	Partnership without boundaries	Integral practices, joint education, joined educational modules involving partners in the RF and abroad, joined degree.	Distributed teacher education: from a regional framework through transregionalization to the global mission of teacher education as a pedagogical format for each and everyone
	UMO (Useful Mobile Office)	Certification Center. The support element of pedagogical cluster.	A system of experts platforms for the professional community and employers, aimed at sharing the best practices
Staff	Clinical practices	A school-trainer, integrative practices.	Changing the «high school - teacher -pupil- student» interaction model
	Teacher of the Future	Mobile nonlinear design system of competences: a prototype GEF 5.0	A new training system that provides a new division of pedagogical work
	HR: «TOVARISCHESTVO»	Center for staff assessment and development	KPI implementations and the transition to dialogue on professional development
	R&D 1-2-3	Implementation of the «One-two-three» model	(Leader) - (Leader + collaboration) - (+ rating publication+ grants + involvement of partners into TOE)
Finances	High School of social initiatives	A new type of studying community	Professional education: social project work and teamwork
	International standart	Quality management system	Best global practices benchmarking
	Management accounting	Financial and economic support for marketing strategy	Efficient financial management
	Patronage	Public strategy management	A system of positive stakeholders. Business Partnership.

Regional Pedagogical Cluster

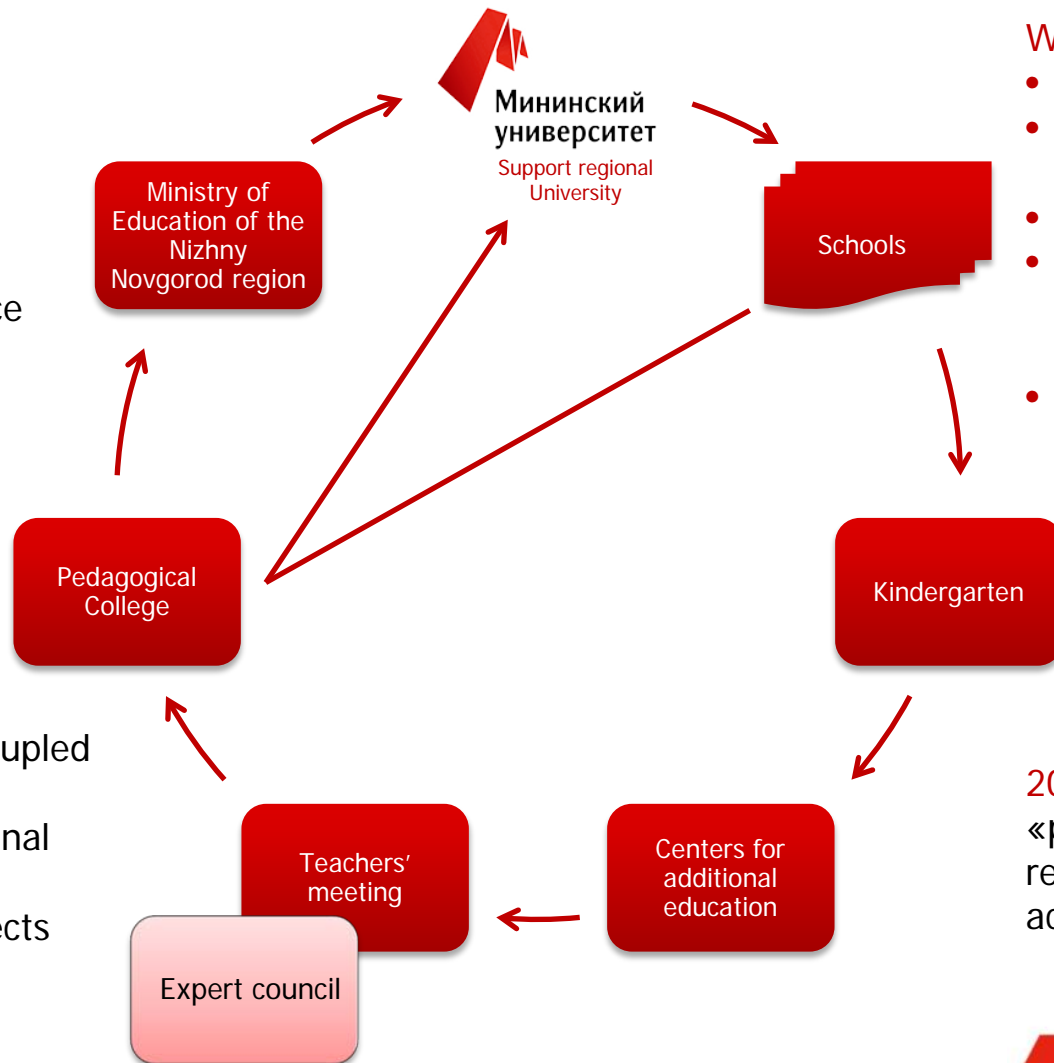
WHAT

- Board of Directors
- Development fund
- Center for staff assessment and development
- A common resource base


 Language training center

HOW

- Synchronization of strategies
- Common plans, coupled budgets
- Interlevel educational programmes
- Collaborative projects



WHAT FOR

- Consumer analysis
- Teacher personnel reserve
- Language training
- Creation and replication of successful models
- Transformation model: **weak → strong**

2021: Reaching the «perfection» level by the regional education system according to PISA.

Benefits for the Region



PISA:

Mathematical literacy
over 50%

(50% — average international
index)

Scientific literacy
80%

TIMSS:

Math and natural
sciences tests 70%

PIRLS:

Literacy and reading
level among fourth-
graders 90%

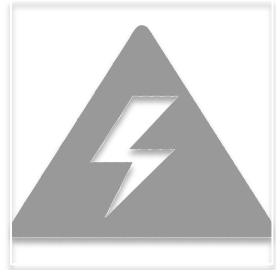
Unified State Exam:

Increase in the
share of students,
who passed the test
with results above
the average national
level.

Decline in the share
of unsatisfactory
results

The increase in the
remuneration of
teachers' labor
(based on objective
assessments)
increase in the
number of schools
that have been
assessed as efficient
(up to 60%)

Additional Competence of Teacher (ACT)



Risks:

- Low language competence
- Foreign language teachers deficit
- USE in foreign languages: rarely taken and passed with low results.

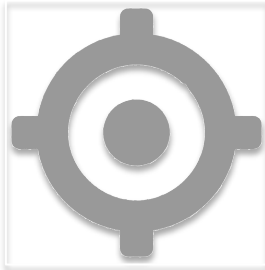
Obligatory
USE from
2019!

Opportunities:

- High demand for foreign language competency
- USE's positive dynamics
- Qualified personnel, Training centers



Integration on
the base of MU



Objectives:

- 100 % teachers and students with command of foreign languages
- Elaboration and implementation of early foreign language teaching

Minin University

The core of the regional teacher training system

• Own language training center

• Highly qualified academic staff

• Language and culture city centers as network and institutional partners

Minin University in 2017



9

Thousand students

4,5

Thousand additional education students

7

Enlarged groups

7

Faculties (departments)

14

Partner network programs

5

Mobility programs

5%

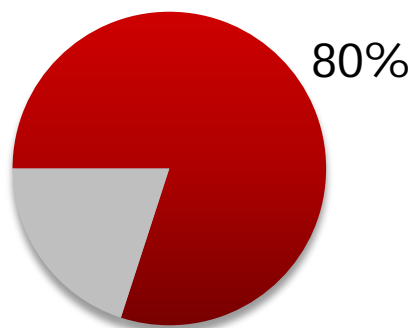
Foreign students

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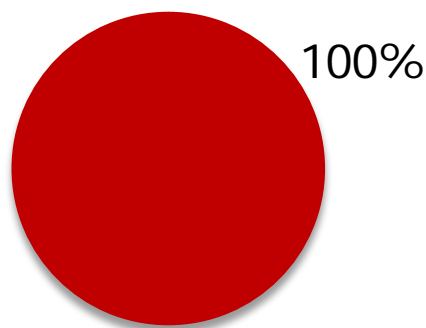
Foreign Universities as partners

Minin University in the regional market in 2017

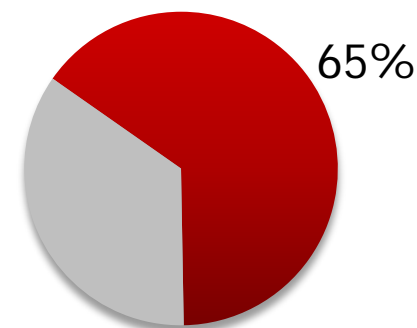
Pedagogical Education
(Bachelor and Master degrees)



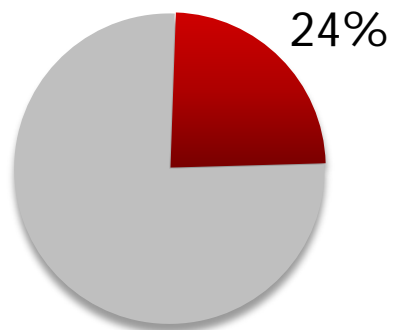
Psycho-pedagogical and special
needs education



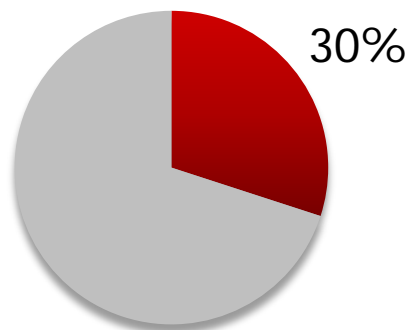
Retraining in the «Education and
Pedagogics» group



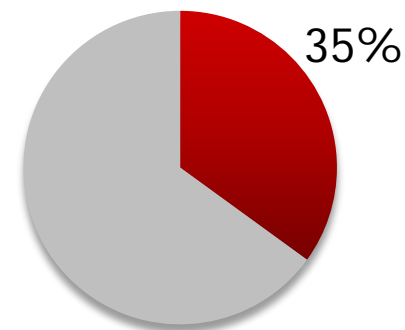
Social, technical and
management services



Arts and Humanities



Culture and Art



2023

Public Educational Corporation



Service system

- Based on MOOCs
- An educational «service book» (education as a device)
- Consideration to the needs of the region and Volga Federal District
- Outsourcing of educational programs, teacher enrollment, ordering of courses



Educational routes system

- educational routes for primary and additional personal and professional development
- group educational routes as a trend
- anticipatory trans-regional enrollment
- Blended Learning – a combination of subject and super-subject competencies



Labour division system

- subject-oriented synthesist
- moderator
- diagnostist
- spotter
- knowledge navigator
- innovation designer
- Profession anthropologist
- spotter-diagnostician
- adaptionist-loyalist
- prognostics-developer
- polylogue

Предметные

Надпредметные



Assessment Criteria

- independent professional cyclic certification system
- quality assessment of graduates by the professional community
- International expertise



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Thank you for your attention!



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