



What does ZNP - The Polish Teachers Union want? What do Polish Teachers need?



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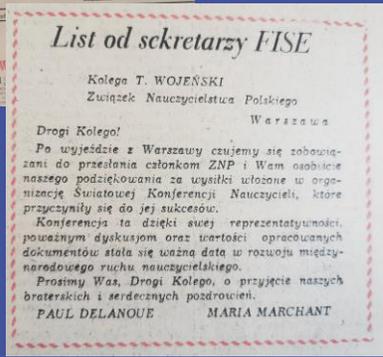


Warsaw, August 1957

During the World Teachers' Conference of FISE in Warsaw organised by the Polish Teachers' Union, International Teachers' Charter Day was established. It has been celebrated on 20 November since 1958. It was the predecessor of World Teachers' Day, established in 1994 to commemorate the signing of the *Recommendation on the Teaching Profession of UNESCO/ILO*, which took place in Paris on 5 October 1966.



FISE NA STARYM RYNKU W WARSZAWIE



Teachers' basic salary 2023



minimum wage
in Poland

from 1.7.2023

926 €

Beginner 797 €

Appointed 840 €

Chartered 983 €



1 września idziemy na pikietę!

Gdzie: Warszawa
(MEiN, al. Szucha 25)

Kiedy:
1.09.2023, godz. 12:00

Dlaczego:
Zawód nauczyciela
i pracownika oświaty jest
degradowany, polska
edukacja potrzebuje dobrych
zmian i dofinansowania



www.znp.edu.pl



Around 4,500 teaching posts will become vacant by the end of 2023 (retirement or due to the exercise of the right to compensation benefits)



Only 3 per cent there are novice teachers



The average age of teachers is 47

Two weeks before the start of the new school year, there was a shortage of nearly 21,200 teachers



Support effective career start to ensure retention!

- *mentoring-based support system for novice teachers*
- *mentor profile and procedures for appointing a mentor*
- *organisation and planning of the mentoring*
- *sample model contract between mentor and mentee*



The advantage of the cooperation between mentor and mentee is an evident improvement in the novice teachers:

- * of self-confidence
- * their ability to function freely within the school, its structures and culture
- * their commitment, and readiness to be active, creative and cooperative
- * and to support others.

- **Development of a pilot programme to train mentors for novice teachers**
- **Preparation of a digital handbook for novice teachers**
- **Drafting recommendations for school authorities, national governments and at the European level on comprehensive support for novice teachers**



Library of resources for novice teachers

The screenshot shows a digital library interface with a dark green background. At the top, it says ':Podiel' and 'Igor Nowak + 1 • 10h'. The main title is 'Na start! Niezbędnik dla początkujących nauczycielek i nauczycieli'. Below the title is a paragraph of text. The interface is organized into several columns with icons and titles:

- Niezbędnik?!:** Includes an illustration of a person on a globe.
- Ja i moja szkoła:** Includes an illustration of a school building and a video thumbnail titled '„Karta Nauczyciela. Historia jednej ustawy”'.
- Ja i moja mentorka. Ja i mój mentor:** Includes an illustration of a person with a graduation cap.
- Ja, nauczycielka. Ja, nauczyciel:** Includes an illustration of a person at a desk.
- Ja i moje kompetencje:** Includes an illustration of various educational icons and a PDF thumbnail titled 'Czytanka 3 Etyka dla nauczycieli'.
- Ja jako większy:** Includes an illustration of a person.

At the bottom right, there is a red circular button with a white plus sign.



The added value is that we have developed some of these materials together with unions from Czech Republic ČMOS PŠ , Lithuania LESTU and Latvia LIZDA in an Erasmus+ project

What do we expect?

1

Novice teachers should feel to be an important part of our teachers' family

2

They will realise that trade unions are there to support them in their careers and professional development



3

We hope to encourage them to become members of the union



Thank you for your
attention!

