



Report on the training organized by the University of Ghent

After completing their studies, most lecturers in Serbia do not have the opportunity or do not think that it is necessary to continue improving their teaching skills. Also, in order to be a teacher in a higher education institution in our country, it is not necessary to have any teaching experience before or to have had a subject during the study that concerns the organization of classes or teaching students. Therefore, I believe that workshops of this type are important in teacher education and should be an integral part of every lecturer's life.

The first thing we learned in the workshop was the fact that the way of learning and understanding has changed throughout history. As teachers, we must follow modern trends in education and try to be as close as it is possible to our students, especially the way they think, understand material and understand us. If we want to make learning easier for students, make them more creative, active and productive, we need to improve our teaching skills.

The total duration of the workshop was 12 weeks, during which we had 6 topics.

We became students again and we had a new assignment every two weeks.

Each task had five parts: the theoretical segment, examples, homework, feedback on homework, and our reaction to feedback.

All participants were divided into teams. Each team had 3 participants. Each participant in the team did their homework independently, but they received feedback on their homework from a colleague from their team.

The topics were different, popular and interesting. The workshop dynamics was always at a high level. Through the topics: Theme 1 - Knowledge clips: educational use of video messages, Theme 2 - Interactive video and Theme 5 - Animations as an interaction and communication strategy, we had the opportunity to get familiar with the importance of including video material in the learning process and with tools that can help us create quality video materials. Our knowledge was created step by step through these topics. First of all, in the theme 1, we learned what are the guidelines for creating video material, how to record and edit video material. In another topic (theme 2), we continued to upgrade our knowledge, adding questions to the video material. In this lesson, we went a step further and our students became active listeners. In the theme 5, we went one more step further and added animation to the video material. Animation makes our video material even more interesting and keeps the students' attention. After these three topics, we learned what the goals and characteristics of quality video material are.

The theme 3 - Posters: a forgotten learning and communication approach, we were reminded of the well-known concept of creating posters and how quickly, easily and simply we can create posters that we can use in classes and for visualization. Theme 4 - Discussion and collaboration in higher education, we met with the way of assigning projects and dividing students into groups. How to create guidelines in the project, how to control and direct the work of students in the group and reach the goal. Theme 6 –

Asking questions, we had the opportunity to deal with the assessment of questions we ask students. How effective are our questions in teaching and how to make it better.

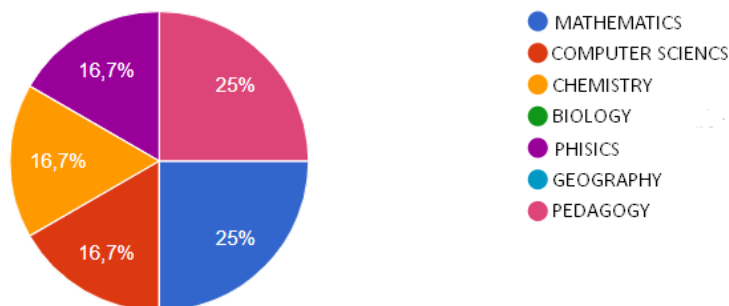
Although we did not have a live or online lecture for each of the topics, the texts were excellently constructed. Of course, it is always positive if there is an educator who transfers knowledge, but I think that the quality of what has been learned has not been lacking. All theoretical aspects were supplemented with examples, and for the most interested with scientific papers. The instructions were clear and strict, as well as the deadlines by which we had to do our homework on the topic, give feedback to a colleague and respond to the feedback that our colleague gave us. We had the opportunity to practice communication skills and group work, but at the same time to be responsible for our own task.

I am grateful for this opportunity given to me. Thanks to all the people who were part of the organization and prepared a great course for all participants. I believe that we will all apply the acquired knowledge in our courses. We know that the process of modifying the course and creating new materials is not an easy job, but we had the opportunity to learn how to do it. I believe that the benefits will be visible in the first lessons in the classroom.

After the training, the participants were sent an evaluation. They should write the impressions from the training. Based on these data, we made the following statistical report.

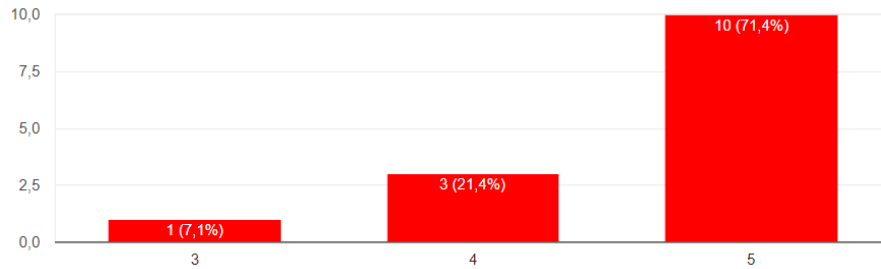
The survey was completed by 14 students, of which 10 were women and 4 were men. Almost the same number of participants are in the position of teachers (8 participants) and in the position of associates (6 participants). According to years of experience in working with students, we can conclude that approximately the same number of participants have up to 5 years of experience, 5 to 10 years of experience, 10 to 15 years of experience and over 15 years of experience.

In terms of field of work, statistics are best presented in the following graph:



92.3% of participants (13 of 14 respondents) answered that they had a methodical subject during schooling, while slightly fewer of them (78.6%) answered that they attended a course on improving teacher competencies.

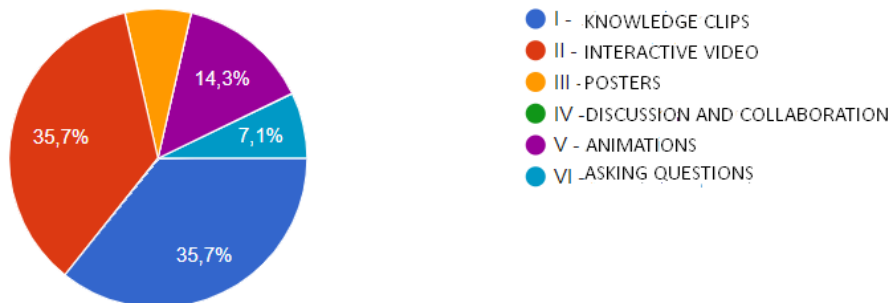
On a scale of 1 to 5, participants were trained in steel with an average score of 4.64.



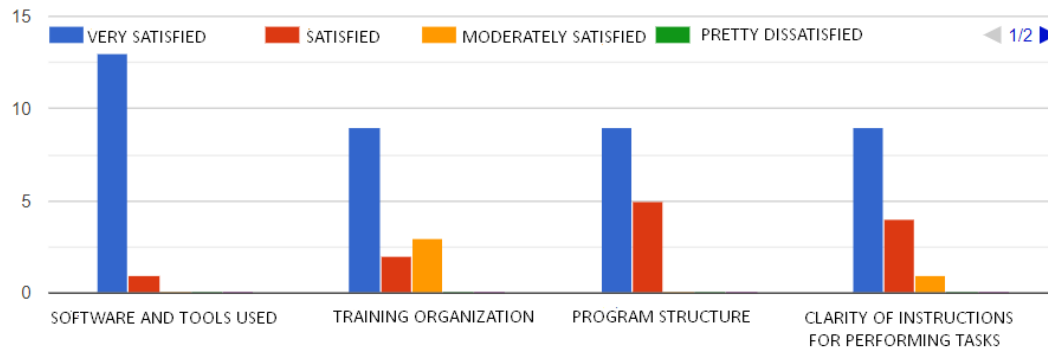
During the twelve weeks, six topics were covered:

1. Knowledge clips - educational use of video messages
2. Interactive video
3. Posters - a forgotten learning and communication approach
4. Discussion and collaboration in higher education
5. Animations as an interaction and communication strategy
6. Asking questions

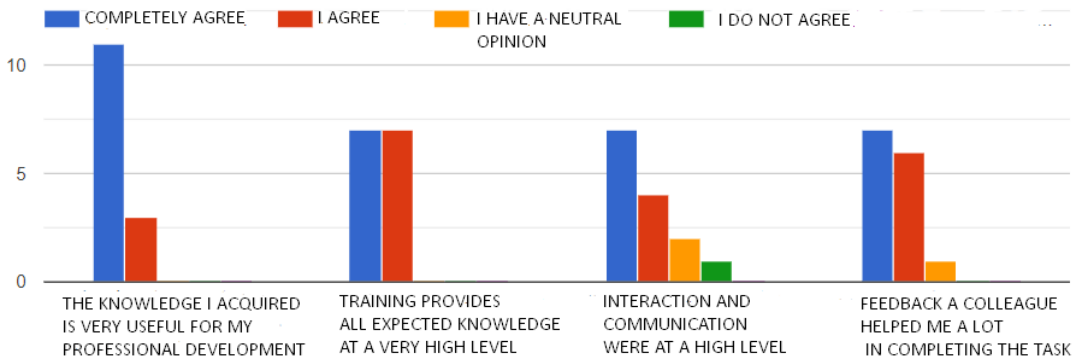
To the question: "Which task was the most interesting for you", the following answers were obtained:



When asked: "How do you assess the following aspects of training?", The following results were obtained:



To the question: "To what extent do you agree with the following statements?", The following results were obtained:



When we asked if they plan to participate in similar trainings in the future, half of the participants answered YES, while the other half of the participants answered with a probable yes or maybe.

Some of the comments of the comments written by the participants, and we would like to single them out, are the following:

"The training was very useful for me as a young associate. I learned a couple of new tools that I will show to the students as well because I am holding exercises on a subject that concerns digital tools. The only suggestion is perhaps a slightly longer deadline for the execution of tasks because, among other business obligations, it used to be quite difficult to achieve everything. "

"The training was a fantastic opportunity to get acquainted with a large number of tools that can help us make lectures even more interesting and interactive for students. Each of the lectures was carefully designed and elaborated in detail. A lot of effort by the course creators and people from the organization. I believe that it will all pay off, as well as that the courses at all universities will be significantly improved. Thank you to everyone who made this course possible and organized! "

"The training was useful, but what was most lacking was direct interaction with the authors of the Ghent program."

"An interesting selection of topics and tasks. Clear and useful explanations with lots of references with additional information. Occasional communication (eg after 1 or 2 tasks) between different groups and lecturers would significantly contribute to the quality of work and greater motivation of participants. "

"The created tasks provide exceptional opportunities for students to master the skills of applying modern software tools and solutions in teaching at a certain level with specific instructions and independent research work in order to enhance interaction and communication with students. Such multimedia aids can make teaching much more interesting and the teacher more satisfied with the final outcomes and acquired skills. Among other things, webinars and exchange of experiences with colleagues from abroad, as well as the selflessly forwarded list of available tools they use in their teaching work are invaluable for introducing innovations and work on improving the quality of teaching and engaging users of educational services. It depends on each participant of such trainings at what pace and to what extent they will independently master certain skills by learning new tools. Also, the tasks are unobtrusive, they are not



burdened with several hours of meetings and provide opportunities for each participant to carry out tasks without pressure according to their time and pace of progress. It would be good if such trainings were organized more widely, ie they included a larger number of participants who are working or preparing for work in teaching (maybe even some teaching course). At the same time, it may be good to think about creating special training of this or similar type that would be offered to teachers and associates throughout the University of Nis, of course with active work on their popularization. "