



Scaffolding in Teachers Development:
Mentoring and Mentors in Induction Programs

Ongoing Teachers Professional Development as a Parameter of Teachers' Reflection and Researchers' Efforts in Evaluating the LOOP Project

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International Conference
6 and 7 July, 2023

Teacher learning through e-mentoring-
a contribution for the future of Education



WP4: MONITORING, QUALITY AND EVALUATION- THE EVALUATION PLAN FOR THE PROJECT

- **In the first part of the presentation:**
 - The meaning of an effective teacher and teacher's professional development.
 - Professional development as a continuous lifelong process/ Ongoing professional development
 - European Schoolnet: Identity, Aims, the role in professional development
- **In the second part of the presentation:**
 - The process of reflection and self- evaluation is in heart of professional development.
 - The meaning of reflection in teacher career and the need of evaluation not only in school community but also in mentoring community.
 - The strategic plan of the evaluation of the LOOP Project/ the creation of the research evaluation protocols, the design of evaluation tools

European SchoolNet as a way of professional development for teachers

European Schoolnet is the network of **34 European Ministries of Education**, based in Brussels. As a non-profit international organisation, we aim to bring innovation in teaching and learning to our key stakeholders: **Ministries of Education, schools, teachers, researchers, and industry partners.**

- Providing concrete **evidence** and **data** in the area of innovation in education on which to base policy recommendations
- **Supporting schools and teachers** in their teaching practices
- Developing and sustaining a network of schools engaged in **innovative teaching and learning approaches**



Main objectives are to:

- Support **collaboration & cooperation** among **schools** in Europe
- Support the **professional development** of teachers & school heads
- Offer pedagogical & information services with **European added value**
- Disseminate **good practice** & investigate **new models** for schooling & learning
- Contribute to the development of **technology-enhanced learning** in schools
- Provide **services**, content & tools based on ICT to **members & partner** networks





DIGITAL CITIZENSHIP



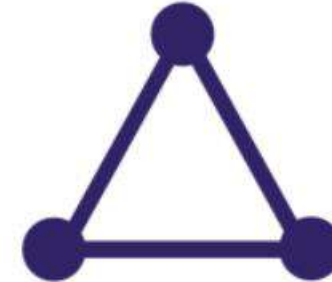
EVIDENCE FOR INNOVATION



STEM EDUCATION



NEW TEACHING & LEARNING MODELS



SCHOOL NETWORKING



The [Scientix](#) project promotes teaching materials from STEM research projects and supports Europe-wide collaboration among science and maths teachers, researchers, policymakers and other professionals in STEM education.

Home > PROJECTS > Project Details > LOOP- Scaffolding in Teachers' Development: Me...

LOOP- SCAFFOLDING IN TEACHERS' DEVELOPMENT: MENTORING AND MENTORS IN INDUCTION PROGRAMMES

Share this project



BASIC INFORMATION

RESEARCH INFORMATION

TEACHER INFORMATION



LOOP is an Erasmus+ project that provides access to training programmes for mentors, mentoring for teachers and its implementation in Germany, Greece, Italy and Portugal.

Nowadays European challenges – namely, the promotion of the common values of equality, democracy and citizenship – bring very demanding tasks to education, requiring a permanent questioning of the role of schools and teachers throughout Europe. This is a real problem that requires a common

approach at the European level. The main educational performers need urgent support to address some of the main

<https://www.scientix.eu/projects/project-detail?articleId=1176654>



European SchoolNet as a way of professional development for teachers
Panagiota Argyri

How can you benefit from Scientix?

The main stakeholders of Scientix are teachers, researchers and project managers in STEM education, and policymakers.

Each of these groups can benefit from Scientix activities and events.

Teachers:

- [Browse through the Scientix resources repository and find inspiration for your classes](#)
- [Get involved in European STEM education projects via our matching tool](#)
- [Participate in national and European workshops and professional development courses](#)
- [Download all presentations, videos and materials from our conferences, and stay tuned for future ones](#)
- [Participate in online training, webinars or communities of practice](#)



Researchers / project managers:

- [Find teachers or schools to collaborate with by browsing the Scientix public profiles directory](#)
- [Browse through the project reports library](#)
- [Participate in the Scientix networking events for STEM education projects](#)
- [Co-organise an event with Scientix, increasing your dissemination and participants](#)
- [Present your project at Scientix conferences](#)



Policy makers:

- Use the Scientix Observatory for information about national strategies in STEM education, and to keep up-to-date with the state of play in STEM education research and practice
- Get in touch with the STEM education community joining Scientix networking events, screening the public profile directory or using the match-making tool



NKUA's Contribution to assessment and evaluation for other research projects

- Becoming an effective teacher is a **continuous process** that stretches from preserved experiences in undergraduate years to the end of a professional career.
 - Professional development for a teacher is a **continuous lifelong process**.
 - Ongoing professional development keeps teachers **up-to-date on new research** on how students learn, emerging technology tools for the classroom, new curriculum resources, and more.
 - The best professional development is **ongoing, experiential, collaborative, and connected to and derived from working with students and understanding their culture**.
 - Platforms and educational networks like European Schoolnet, help professional development through the main key areas, activities, and projects.
- **As the process of reflection and self- evaluation is in heart of professional development, these reflective procedures go across the LOOP Project too, in an attempt to identify and analyze key components of mentoring and professional development.**



NKUA's Contribution to assessment and evaluation for other research projects

Our Department is focused on four main aspects of research:

- a. A combination of quantitative and qualitative research methods to evaluate significant aspects of knowledge
- b. Design of methodological qualitative tools to evaluate internal mechanisms of acquiring knowledge
- c. Design of innovative contexts of teaching and learning, Design of learning environments
- d. Grounded Theory Approaches
 - The Role of NKUA in the Evaluation of LOOP Project
 - The responsibility for the scientific validation of the contents of **IO1_LOOP Landscape**
 - The scientific validation of the content and resources of the **IO2_LOOP Toolkit for Mentoring**
 - Construction of the mentors' characterization protocol
 - **Maintenance of the platform**, definition the degrees of autonomy, distribution of roles within the community and validation of contents
 - Scientific and pedagogical validation of **IO3_LOOP Provider for Better Outcomes**
 - **Validation of the mentoring program** for teachers (with CESIES and Casa do Professor)
 - Tools for monitoring the development of the project, identifying/ preventing deviations, introducing improvement actions

The research protocol (internal mechanisms/ indicators)

The Project: General Scope and Aims

Specific Objectives

Equality, democracy, citizenship
Facing the school-drop
Facing the school failure
Facing socio-economic and educational inequalities
Inclusion of refugees and ethnic minorities

Supporting teachers
Induction programs and mentoring/ scheduled meetings/ planning and class evaluation, team teaching (formal and informal activities for strengthening the profession)
New pedagogical and didactic approaches (inclusion, cooperative work)
Collaboration with universities, school, training centers

Planning mentoring programs
Contributing to the training of mentors and teachers
Developing feedback and follow-up processes, promoting learning/ improvement
Applying and certifying mentoring programs
Dissemination of the results at national and European level

The evaluation process has to follow the main objectives of the LOOP Project.

The Evaluation Strategy refers to both quantitative and qualitative indicators

Evaluation Process

DOCUMENT: Quality Assurance Strategy (For the Whole Program)

FINAL DELIVERABLES FOR THE WP4

1. 3 Evaluation Reports for IO1,IO2,IO3
2. Evaluation Reports for TM (5 Reports)
3. Evaluation Reports for LTTA Events (4 Reports)
Methodological Tools and Questionnaires for:

1. The WP4
2. The Match the Mentor Platform

- The evaluation procedure will be applied to all the levels of the project in order to ensure the validity of the project.
- The evaluation systems will be flexible and adapted to each activity or phase of the project, involving every time the relevant audience and target.

The main categories derived from the IOs (LOOP Landscape, LOOP Toolkit for Mentoring and LOOP Provider for Better Outcomes), and the manual (internal mechanisms/ indicators)

External parameters regarding the main axes of the Program and all WPs.(e.g. the cooperation of the partners, following the guidelines etc.)

NKUA's Contribution to assessment and evaluation for other research projects

| Evaluation Report for IOs | Evaluation Tool for the Transnational Meetings and LTTA Events | Evaluation Tool for the Project |
|---|---|---|
| <ul style="list-style-type: none"> ✓ Final Report on TEAMS Platform Channel 28: WP4 Monitoring, Quality and Evaluation ✓ Following the research design ✓ Designing research categories and codes ✓ All partners received it through an email information. | <ul style="list-style-type: none"> ✓ The tool and Final Reports on TEAMS Platform Channel 28: WP4 Monitoring, Quality and Evaluation ✓ A link will be sent to all partners the last day of each Transnational Meeting or an LTTA Event. ✓ All the partners must fill the link and send it back to us. ✓ All comments will be taken into consideration. ✓ Brief reports will be written till 5 days after each meeting/ LTTA event to summarize the evaluation data. ✓ Each partner can also create any other tool in combination to the proposed below from the NKUA. | <ul style="list-style-type: none"> ✓ The tool and Final Reports on TEAMS Platform Channel 28: WP4 Monitoring, Quality and Evaluation ✓ A link will be sent to all partners 3 times per year (one at the beginning, one at the middle and one at the end of the year). ✓ All partners must fill the link and send it back to us. ✓ A separate questionnaire can be sent according to each phase of the project. ✓ Analytical reports will be written after each phase to summarize the evaluation data. ✓ A final IO (deliverable) with all the procedures and reports for evaluation will be written for WP4. |



Scaffolding in Teachers Development:
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WP4: MONITORING, QUALITY AND EVALUATION- THE EVALUATION PLAN FOR THE PROJECT

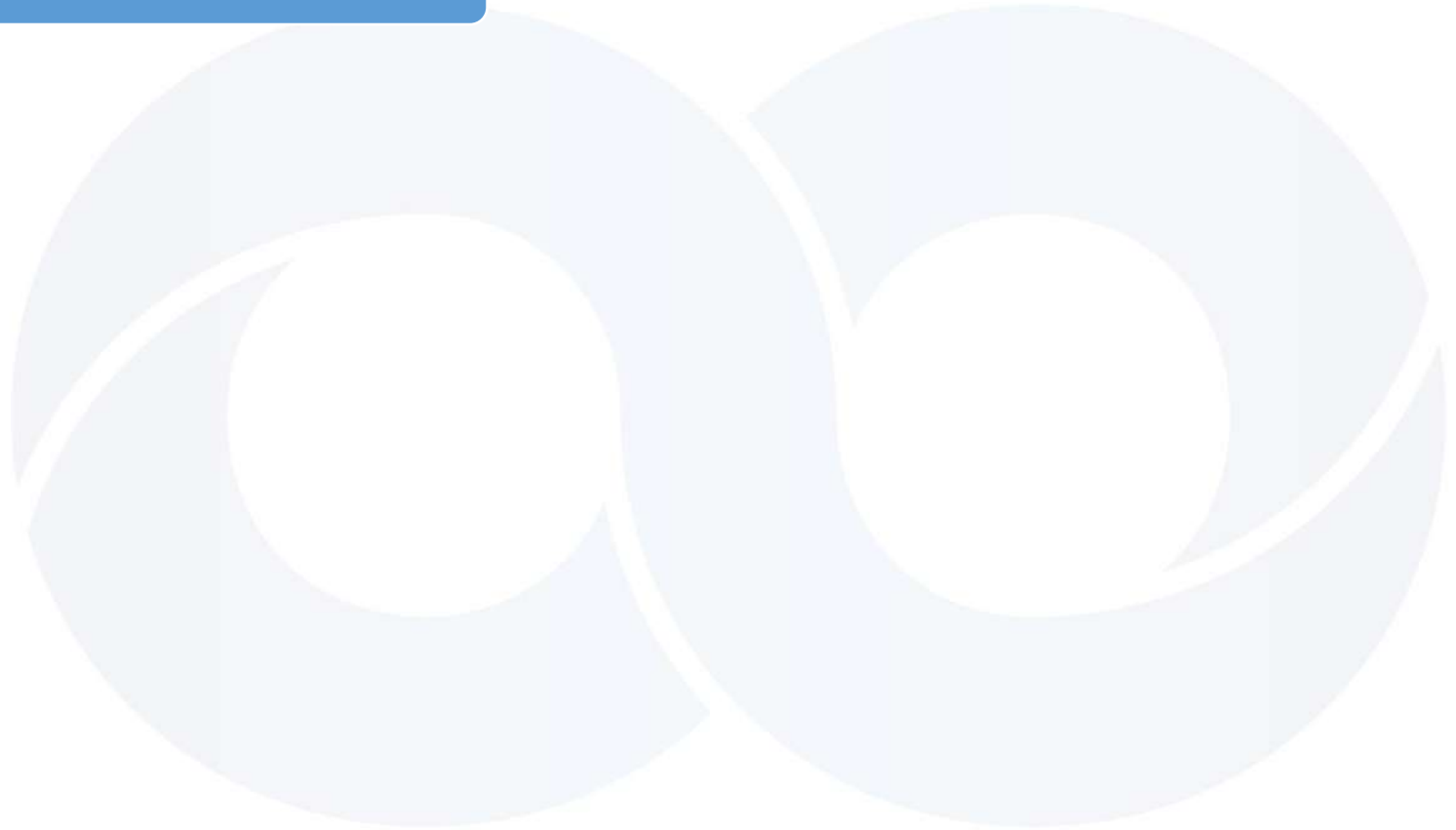




Scaffolding in Teachers Development:
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WP4: MONITORING, QUALITY AND EVALUATION- THE EVALUATION PLAN FOR THE PROJECT

The evaluation procedure is focused on:

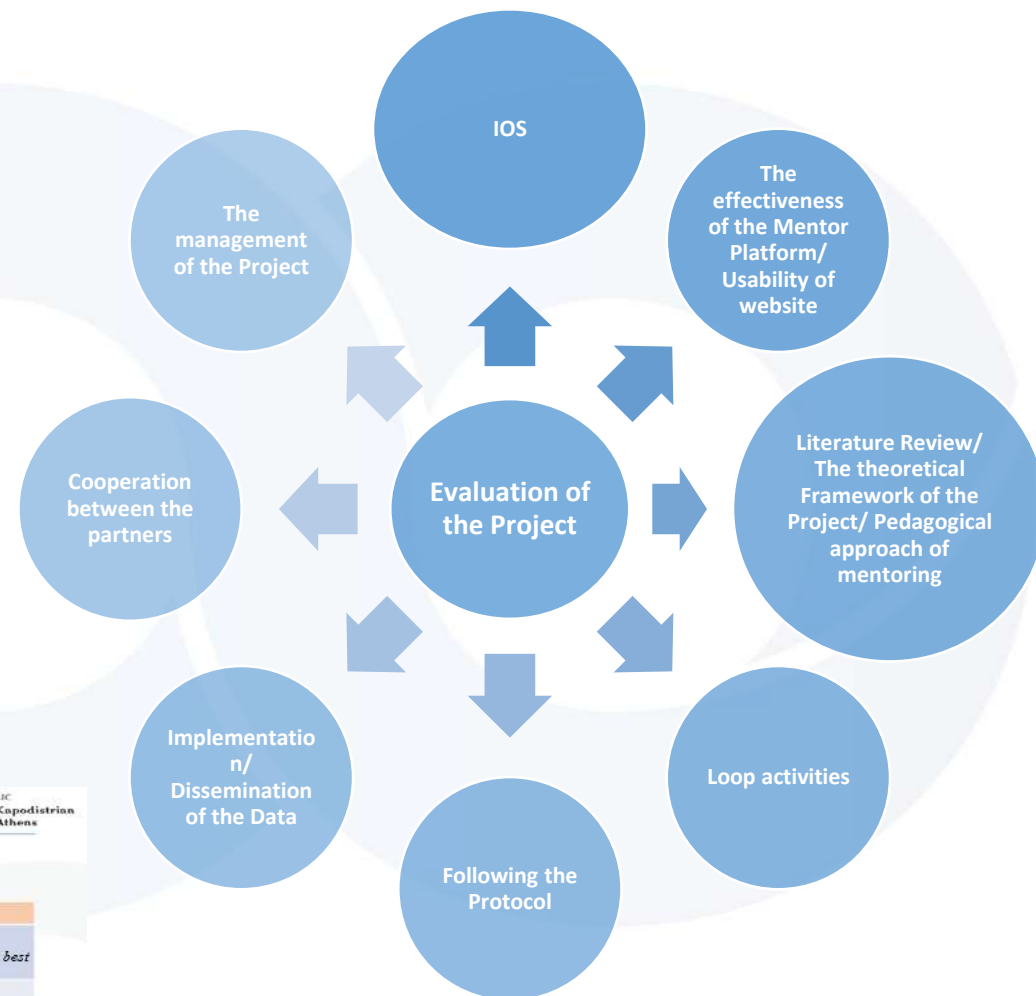


Methodological Tools and Questionnaires for:

1. The WP4

Questionnaires for partners (1 every 6 months) to have a comprehensive overview about project's implementation under several aspects: management, timing, budget, delivering of activities and intellectual outputs. The form of the questionnaire contains questions about the following aspects:

- i. *project's activities implemented by the partner*
- ii. *results achieved*
- iii. *intellectual outputs produced*
- iv. *Difficulties encountered and solutions envisaged*
- v. *visibility and dissemination activities undertaken*
- vi. *financial aspects*



EVALUATION TOOL FOR THE PROGRAM - Program EVALUATION QUESTIONNAIRE

EVALUATION OF THE IOS (3 IOs)

The IO1_LOOP Landscape (end at 19.04.2022)

All the participants contribute to the IO1.

Please write one example of your contribution to the IO1. (*Indicator: partners*)

Please write some difficulties/ problems you face participating in the IO1.

Please explain one interesting aspect that was derived from the IO1.

All the partners were involved in the IO1. (*Indicator: number of participants*)

A network of education and training actors to participate in the activities we

My country achieved the appropriate number of questionnaires, interviews
(number of the data)

Please mention and explain two results/ conclusions that you find interesting

5: I fully agree 4: I agree 3: I don't know 2: I disagree 1: I completely disagree

Scaffolding in Teachers Development:
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HELLENIC REPUBLIC
National and Kapodistrian
University of Athens
EST. 1837

EVALUATION TOOL FOR THE PROGRAM - Program EVALUATION QUESTIONNAIRE

EVALUATION OF THE WHOLE PROGRAM (GIVEN 3 times per year)

1. To what extent do you think that the research has contributed to the creation of a context of mentoring programs?
Rate on a scale from "0 - not at all" up to "10 - extremely" (mark your score in the box below choosing the degree that best expresses your opinion)

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|----|

2. Which additional activities, functions or information would you recommend for the improvement of project/ website/ platform?

3. Do you have any additional comments about the project? If so, please tell us about them here:

Desing and Creation of Methodological Tools and Questionnaires

1. The WP4

- **MAIN COMPONENTS**

a. **Literature Review/ Hold a theoretical Framework of the project** (mentoring theories, mentoring procedure in school systems, the characteristic of a mentor. The induction and mentoring programs can offer us some interesting data about each school environment, special educational and pedagogical issues of each country etc. Therefore, some qualitative indexes may be referred to:

- Indicator 1: The characteristics of the school contexts
- Indicator 2: Teaching and citizenship concepts
- Indicator 3: Underlying pedagogical theories
- Indicator 4: Definition/ Characteristics of a mentor, mentoring and induction programs, harmonize the theoretical framework to the current findings of the recent research

b. **Description of the participants in the LOOP activities**

- School leaders (directors and middle management)
- Local authorities and other stakeholders identified within the partnership
- Those in charge of organizations for teacher training
- Teachers at different career stages

Design and Creation of Methodological Tools and Questionnaires

1. The WP4

c. **Follow the Protocol** (How was the program developed? (How did the loop coalitions work? Were the intellectual outputs well designed? Which learning, training and teaching activities were developed? Which courses were designed for each phase?)

- Indicator 1: Timelines
- Indicator 2: Number of Deliverables
- Indicator 3: Analyzing the data from the first research (questionnaires, interviews, focus groups)

d. **Implementation of the data and the Project**

e. **Cooperation between the partners**

f. **The management of the program** (how was the marketing and communication plan developed?)

g. **Effectiveness**

- Indicator 1: Percentage of reduction of dropout rates
- Indicator 2: Number of dissemination activities
- Indicator 3: Number of people involved
- Indicator 4: Number of toolkits translated into the different language
- Indicator 5: Number of protocols for the adoption of the LOOP project

• **Indicator 6: Consistency between expected and actual workloads and plan**

Desing and Creation of Methodological Tools and Questionnaires

1. The WP4

h. Usability of website

Indicator 1: Level of satisfaction of School leaders (directors and middle management)

Indicator 2: Level of satisfaction of local authorities and other stakeholders

Indicator 3: Level of satisfaction of those in charge of organizations for teacher training

Indicator 4: Level of satisfaction of teachers at different career stages

➤ Evaluation Plan for the 3 IOs

➤ Evaluation Plan for the 10 Activities

Indicator 1: Organizing the activities: How were these activities organized?

Indicator 2: Participants: How many participants did they participate in these activities?

Indicator 3: Partners' contributions: Which is the partners' contribution to these activities?

Indicator 4: Contribution to the Theoretical Framework: What is the thematic area of each considering the theoretical framework of the project?

Indicator 5: Satisfaction with the content of the LLTA activities

Indicator 6: Satisfaction with the time and schedule of the LOOP activities

Indicator 7: Satisfaction with the organization

Desing and Creation of Methodological Tools and Questionnaires

- **The Transnational Meetings and the LTTA Events of the Project** are going to be evaluated in two ways:
 - a) Each partner responsible for each event/ meeting can create an evaluation assessment tool (a brief evaluation tool, e.g a short questionnaire), in order to evaluate some aspects of the event. With this way, we are going to have a variety of different evaluation tools which we can compare to each other and make comparisons for different aspects of each event that sparkle the interest or different needs that each event is going to fulfill. Moreover, these evaluation tools allow us to describe different needs of each country, enriching the project.
 - b) The NKUA designs a more detailed evaluation tool, which is going to be filled from the partners after the brief evaluation tool which mentioned above. With this way, we ensure the procedure, as each country is free to evaluate different aspects of each event, but there will be also a common evaluation tool filled by all the partners. The two types of evaluation tools can be compared so as to research the qualitative characteristics of each event.
 - c) In the forms of the evaluation tool:
 - The first part is initial and it introduces the main aims of the evaluation to the partners.
 - The second part gives details about the Project, the Event/ Meeting, the responsible of the organisation and the date of the organisation:
 - The third part of the tool includes the main questions. Some of them are closed and others are open questions so as the parnters fill more options and justify their answers.



Methodological Tools and Questionnaires for:

30 λεπτά

2. The Match the Mentor Platform

A. "Match the Mentor Platform- Test Session_ 2nd LOOP Project LTTA"

AIM of the evaluation:

- to evaluate the functionality of the Platform "Match the Mentor" between partners (internal evaluation)/ May 2022 in the LTTA Event in Greece.

B. "Feedback Questionnaire for the functionality of the Platform after the Training Sessions"

AIM of the evaluation:

- to evaluate the functionality of the Platform "Match the Mentor" after the training sessions, in order for the designers of the platform to get informed about teachers' opinions and in order for LOOP partners to evaluate teachers' needs when using this platform as a tool for an online learning community.
- The questionnaire was designed, taking into consideration the following points:
 - Including both close and open questions so as to be in accordance with the methodological principles of qualitative and quantitative research.
 - Taking into consideration the aims of the project, the aims of the platform, the design of training sessions
 - Taking into consideration the last feedback from the questionnaires having been given to the participants of the 2nd LTTA Event_Greece (May 2022), in which teachers' opinion about the platform had also been asked.



Match the Mentor Platform- Test Session_ 2nd LOOP Project LTTA

Η έρευνα θα διαρκήσει περίπου 5 λεπτά για να ολοκληρωθεί.
2nd LOOP Project LTTA, GREECE
26th to 28th May 2022
Project number: 2020-1-PT01-KA201-078764

1. NAME *

Εισαγάγετε την απάντησή σας



Feedback Questionnaire for the functionality of the Platform after the Training Sessions

This evaluation questionnaire is designed by the National and Kapodistrian University of Athens in order to be filled out by every participant. Its main aim is to evaluate the functionality of the Platform after the training sessions. **The questionnaire includes both close and open questions and has to be filled by 20 November 2022.**

Project nr.: 2020-1-PT01-KA201-078764
Event: LOOP -Training Sessions
Date: 17-20 November 2022

Ενότητα 1

Personal Information

1. Participant's email: *



Methodological Tools and Questionnaires for:

3. The MOOCs

“Feedback Questionnaire for MOOCs in the Match the Mentor Platform”

This evaluation questionnaire is designed by the National and Kapodistrian University of Athens in order to be filled out by every participant. Its main aim is to evaluate the MOOCs Sessions, modules and material of the Platform. The questionnaire includes both close and open questions.



The screenshot shows the title page of the questionnaire. At the top left is the 'loop' logo and the text 'Scaffolding in Teachers Development: Mentoring and Mentors in Induction Programs'. The main title is 'Feedback Questionnaire for MOOCs in the Match the Mentor Platform'. Below the title, a paragraph states: 'This evaluation questionnaire is designed by the National and Kapodistrian University of Athens in order to be filled out by every participant. Its main aim is to evaluate the MOOCs Sessions, modules and material of the Platform. **The questionnaire includes both close and open questions.**' Below this, it lists 'Project nr.: 2020-1-PT01-KA201-078764', 'MOOCs Sessions (Evaluation for the IO3 and WP4)', and 'Date: April 2023'. At the bottom of the page, there is a grey bar with the text 'Ενότητα 1'.

GENERAL IMPRESSION

1. What is your general impression of the platform? *



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Thank you!

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