ETUCE PUBLIC HEARING
ON SUPPORTING TEACHERS IN MEETING TEACHERS' PROFESSIONAL NEEDS
19 SEPTEMBER, BRUSSELS

Live Stream https://www.youtube.com/user/EduInternational/live

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A firsthand perspective on teacher training in Berlin in three phases, 2009-2017
Ryan Plocher, GEW Youth
German school system
Summary of three-phase teacher training in Berlin
Recent revisions to teacher training
What improvements could be made?
German Schools

Federal education system = 16 different systems

Berlin system:
- Primary school ends at grade 6 (usually grade 4)
- Gymnasium (university track, grades 7-10 plus A levels, exclusive admission)
- Secondary school (vocational track, grades 7-10 only)
- Comprehensive school (all tracks, grades 7-10, with A levels)
Three phases:
- University: Bachelor & Master
- Preparatory service & second state exam
- Beginner period

Experience does not reflect recent changes to training program in Berlin
UNIVERSITY

➡ Free University Berlin
➡ Bachelor (six semesters)
  ➡ two subjects plus education science
  ➡ orientation internship
  ➡ possibility to switch away from education track
  ➡ emphasis on subject knowledge
➡ Master (four semesters)
  ➡ two subjects plus education science
  ➡ semester-long teaching internship
  ➡ emphasis on educational theory
  ➡ Gymnasium (university track school) or primary school
PREPARATORY SERVICE

- Fritz-Karsen-Schule (Comprehensive school)
- 24 months, 8-12 45-minute lessons per week
  - Primary seminar in didactics, two subject seminars
- Theory exams in didactics and in pedagogy
- Practical exams graded by subject seminar adjuncts
- Emphasis on lesson planning, competency orientation
- Standards and training for Gymnasium
- Pay ca. 1100€ monthly
BEGINNER PERIOD

- Fritz-Karsen-Schule (Comprehensive school)
- 26 45-minute lessons per week
- Homeroom teacher: attendance, discipline, parents, advising, centralized tests, field trips
- Challenges: Classroom management, differentiation, special education students integrated in regular classes, social work
- No formal program
### SEVEN YEARS TOO MANY?

<table>
<thead>
<tr>
<th>Advantages</th>
<th>Disadvantages</th>
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<tbody>
<tr>
<td>➡ Age difference to students</td>
<td>➡ Repetition: No information exchange between university administration and state government</td>
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<td>➡ Maturity and life experience</td>
<td>➡ Major differences between federal states</td>
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<td>➡ Easy to change track</td>
<td>➡ Emphasis on university track</td>
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<td>➡ Opportunities to change location</td>
<td>➡ Emphasis on lesson planning</td>
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<td>➡ High standard of education = high starting salary (ca. 50000 €)</td>
<td>➡ Emphasis on examinations</td>
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<td>➡ Opportunities to organize</td>
<td>➡ Difficult to quickly increase number of trained teachers</td>
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<td>➡ Long training period with little income</td>
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RECENT CHANGES

- Training period shortened from 24 to 18 months
- Master’s degree for primary school lengthened from 3 to 4 semesters
- One-semester in-school internship integrated into Master’s
- Integration of special education topics into education science seminars
- Equal pay for primary and secondary school teachers
- Germany-wide teacher shortage: Many teacher trainees without degrees in education
WHAT IS TO BE DONE?

- More and paid mentoring programs in schools for newly certified teachers
- Examinations more similar to real-life situations
- Part-time preparatory service
- Seminar program through trade union: Time management, classroom management, anti-right-wing rhetorical training
- Better integration of special education training
Questions?