TRAINING PLAN: EDUCATORS COMMITTED TO THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT

NETWORK OF SCHOOLS OF THE SACRED HEART SPAIN

"The most powerful engine of our way of educating is the constant action of a teacher, a complete person, who knows how to take advantage of the subjects he teaches to achieve the ultimate goal: to form the intelligence and heart of his students" (Saint Madeleine Sophie Barat).

We are convinced that the formation of educators in our schools is one of the fundamental pillars that will bring about the viability and vitality of our educational mission.

Our schools need educators who know the educational tradition of the Sacred Heart, who identify with it and who see and live their work as part of a mission based on a shared style and values. We need mature and balanced people, capable of building positive interpersonal relationships: people who are willing to respond to the new needs of students and families in the 21st century through commitment to the continuous improvement of the teaching-learning processes; professionals who have the tools and strategies to play their role, who know how to work in a team and exercise leadership at different levels; people of faith who are ready to engage in thee religious life of the school from their personal reality.

In short, our schools need educators who are committed to their own human, spiritual, pedagogical and pastoral growth in order to be able to give of their best to the students they teach.

For all these reasons, the Sacred Heart Network and its schools prioritise the formation of their educators, teachers and non-teachers. And we do this through a Formation Plan because a task of such importance cannot be left to the whim of improvisation or the needs and urgencies of the moment; it requires meticulous planning.

The objectives of this plan are as follows:

1. To promote the personal, institutional and Christian identity of educators.

2. To train people to assume their functions and develop their skills.

3. To develop team building in our educational centres.

4. Favour co-responsibility and leadership.

5. To produce a cascading, multiplier type of training.

6. Promote self-development and shared training through knowledge networks.

7. Encourage regular professional development at all levels.

Our proposal is very broad and meets the different needs we encounter: teachers and non-teachers, teachers in initial training, people who are going to exercise managerial functions in the future, more experienced teachers who want to refresh their commitment to institutional identity, directors, coordinators and animators of the different teams that are responsible for leading educational initiatives in our centres, etc.

Two types of training actions can be distinguished in this plan: courses and meetings with training. The fundamental difference between both actions lies in their objectives and duration. The courses have as a direct objective the training and its duration varies between 8 and 70 hours. Whereas the meetings with training are basically work meetings in which a short training module of between 2 and 4 hours is integrated.

Specifically, the courses that we provide are:

- On-line course of Educator of the Sacred Heart (annual)

- Dynamizers of the Project “From Within” of interiority education (annual)

- New educators (every two years)

- Senior leaders, administration and other leaders (every two years)

- Teacher training days (every two years)

- Expert in Chaplaincy/Religious life of the School (every four years)

- Theological Update (every four years)

The training meetings cover the different management, coordination and work teams of the centres: general and pedagogical directors, pastoral coordinators, administrators, educational innovation coordinators, communication, management and service staff, and even family representatives.

Although each formative programme has its own objectives, all of them serve to strengthen the sense of the network among the participants, promoting interpersonal, professional and centre to centre relationships and continually reminding us that we are together in a common project.

This Network Training Plan complements the training plans carried out by each of our centres.