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OBRAZOVANJE U FUNKCIJI MODERNIZACIJE DRUŠTVA ROLE OF EDUCATION IN MODERNIZATION OF SOCIETY

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JELENA STANIŠIĆ · MLADEN RADULOVIĆ
UREDNICI / EDITORS

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Učiteljski fakultet
Univerzitet u Beogradu, Srbija

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Teacher Education Faculty
University of Belgrade, Serbia

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Milja Vujačić, PhD

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Institute for Educational Research, Belgrade, Serbia

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Institute for Educational Research, Belgrade, Serbia

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ORGANIZATORI SKUPA

Institut za pedagoška istraživanja u Beogradu, Srbija

Dobrinjska 11/3, 11000 Beograd

www.ipisr.org.rs

Filološki fakultet Ruskog Univerziteta prijateljstva naroda u Moskvi, Rusija

Miklukho-Maklaya 61, 17198, Moskva, Rusija

www.rudn.ru

Učiteljski fakultet Univerziteta u Beogradu, Srbija

Kraljice Natlige 43, 11000 Beograd

www.uf.bg.ac.rs

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Institute for Educational Research, Belgrade, Serbia

Ivana Petrović, MA

Teacher Education Faculty of the University of Belgrade, Serbia

Ljiljana Bojanović, MA

Teacher Education Faculty of the University of Belgrade, Serbia

ORGANIZERS

Institute for Educational Research

Dobrinjska 11/3, Belgrade, Serbia

www.ipisr.org.rs

Faculty of Philology of the Peoples' Friendship University in Moscow

Miklukho-Maklaya 6, 117198, Moscow, Russia

www.rudn.ru

Teacher Education Faculty, University of Belgrade

Kraljice Natlige 43, 11000 Beograd, Serbia

www.uf.bg.ac.rs

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SAMOPROCENA NASTAVNIČKIH KOMPETENCIJA I KONCEPT STRUČNOG USAVARŠAVANJA NASTAVNIKA U INKLUZIVNOM ŠKOLSKOM KONTEKSTU*

Nataša Tančić**

Filozofski fakultet, Univerzitet u Novom Sadu, Novi Sad, Srbija

U većini savremenih društava – čija je zajednička odrednica pluralizam razlicitosti, inkluzivno obrazovanje se posmatra kao pedagoški odgovor na izazove konstantno rastućih razlika između učenika. Obrazovni sistemi većine zemalja poslednjih godina reformisani su u skladu sa inkluzivnim principom u čemu se presudnom pokazala uloga kompetentnog i osvešćenog nastavnog osoblja. Cilj istraživanja usmeren je na sagledavanje kompetencija nastavnika u našoj zemlji, kao i koncepta stručnog usavršavanja nastavnika. S tim u vezi, pokušaćemo da odgovorimo na sledeća pitanja: „Koji oblici stručnog usavršavanja nastavnika srednjih škola su najzastupljeniji i koje su najznačajnije kompetencije za organizaciju i realizaciju nastavnog procesa procesa, imajući u vidu kvalitet inkluzivnog obrazovanja, iz perspektive nastavnika?“. Uzorak je prigodan i čini ga 107 nastavnika srednjih škola u Novom Sadu. Za potrebe istraživanja konstruisan je upitnik. Dobijeni nalazi ukazuju da je za uspešno organizovanje vaspitnoobrazovnog rada u inkluzivnoj školi neophodno da nastavnici poseduju kompetencije koje su neophodne za podršku razvoju ličnosti učenika pre svega, a potom i kompetencije za komunikaciju i saradnju, kompetencije za poučavanje i učenje i kompetencije za nastavnu oblast. Kao najfrekventniji oblici stručnog usavršavanja ispitanika izdvajaju se seminari, konferencije i vebinar. Da bi nastavnici realizovali vaspitnoobrazovni rad u najboljem interesu svakog deteta, neophodno im je pomoći i podržati ih u tom procesu. To podrazumeva da je inicijalno obrazovanje usmereno na razvijanje i unapređivanje određenih kompetencija, stručno usavršavanje u skladu sa obrazovnim potrebama nastavnika, podršku i pomoć drugih nastavnika, stručnih saradnika, menadžmenta škole, roditelja i zajednice.

Ključne reči: kompetencije, stručno usavršavanje nastavnika, inkluzivna škola.

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** E-mail: natasakovacevic@ff.uns.ac.rs

SELF-ASSESSMENT OF TEACHER COMPETENCES AND CONCEPT OF IN-SERVICE TEACHER TRAINING IN CONTEXT OF INCLUSIVE SCHOOL*

Nataša Tančić**

Faculty of Philosophy, University of Novi Sad, Novi Sad, Serbia

In most contemporary societies - whose common determinant is pluralism of diversity, inclusive education is seen as a pedagogical response to challenges of ever-widening differences between students. The education systems of most countries have been reformed in accordance with the inclusive principle in recent years, disclosing the crucial role of competent and educated teaching staff. The aim of the research is to review competences of teachers in our country, as well as the concept of in-service teacher training. With this regard, we will try to answer the following questions: "What are the most common forms of in-service training for secondary school teachers and what are, from the teachers' perspective, the most important competences for organization and implementation of teaching process regarding the quality of inclusive education?" The sample consists of 107 high school teachers in Novi Sad. A questionnaire was constructed for research purposes. The obtained results indicate that for successful organization of educational work in the inclusive school, it is necessary that teachers primarily have competencies for supporting development of students' personalities. Other necessary teacher competences include communication and cooperation competences, teaching and learning competences and module competences. Seminars, conferences and webinars stand out as the most frequent forms of in-service teacher training of the respondents. It is essential that the teachers get assistance and support in the teaching process to be able to carry out their work in the best interest of each child. This means that initial education should aim at developing and improving particular competencies, in-service training in accordance with the educational requirements of teachers, support and assistance of other teachers, professional associates, school management, parents and community.

Keywords: competences, in-service teacher training, inclusive school.

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** E-mail: natasakovacevic@ff.uns.ac.rs

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Urednici
Jelena Stanišić
Mladen Radulović

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Biljana Vrcelj

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