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### **Concept Model "Regional Center for Professional Development of Staff in the Education" Branicevo – Podunavlje Districts & Județul Caraș-Severin**

*"Knowledge management" in developing countries such as Serbia and Romania is based on information and education and represents our new social challenge and opportunity. Instead of natural resources and industrial capacity, knowledge management in education "becomes a vital resource of the information society, and innovation and generating "new knowledge "is the basis for wealth. Training the population and economy of these skills is a great opportunity for Serbia and Romania to join the developed countries and actively participate in global economic activity, but at the same time to maintain national and economic sovereignty. Each educational organization should turn tacit, immaterial knowledge of their staff into substantive, explicit knowledge, which it then represents as the inalienable property. "Managing intellectual capital in the education" should focus on activities and the future of ICT, ie. strengthening the knowledge of its staff, because it is the constant development of the process, and it can be realized by forming regional centers for professional development in education.*

**Keywords:** Regional center, knowledge, education, ICT, Branicevo - podunavlje District, Județul Caras-Severin

#### **1. Introduction**

Regional center for professional development of staff in the education Branicevo – Podunavlje districts and Județul Caras-Severin (hereinafter referred to as Regional center), would monitor and provide professional development of employees on the regional level (municipalities Pozarevac, Veliko Gradiste, Golubac, Zabari, Malo Crnice, Petrovac na Mlavi, Kucevo, Zagubica, Smederevo, Smederevska Palanka and Velika Plana in Serbia and Reșița, Caransebeș, Bocșa, Oravița, Moldova Nouă, Oțelu Roșu, Anina and Băile Herculane in Romania) in accordance with the needs of the region and the strategy of development of

education in national and international level.

There would be two Regional centers, one in Serbia and one in Romania. The regional centers would be held jobs of organizing various forms of professional development in both regions, as well as the coordination between supply and demand for vocational training programs. Regional centers would have its own database that contains information about programs, online teachers who have attended some seminars, school needs, as well as information about the effects of the applied program.

## **2. Case study**

Therefore, the Regional Center should be:

- The place to organize training, primarily in ICT,
- The place where will be evaluate and monitored the quality of professional development using ICT, and
- The place of professional meetings for the exchange of experiences.

The regional centers would be implemented professional development strategies in the region, which is in accordance with the professional development strategy developed by the Center for professional development in collaboration with other factors that are important in education. Regional Center in cooperation with the regional school boards would prepare the annual program of work on the basis of needs in the region and implement the training programs of national and international interest, where the training for the use of ICT is a priority.

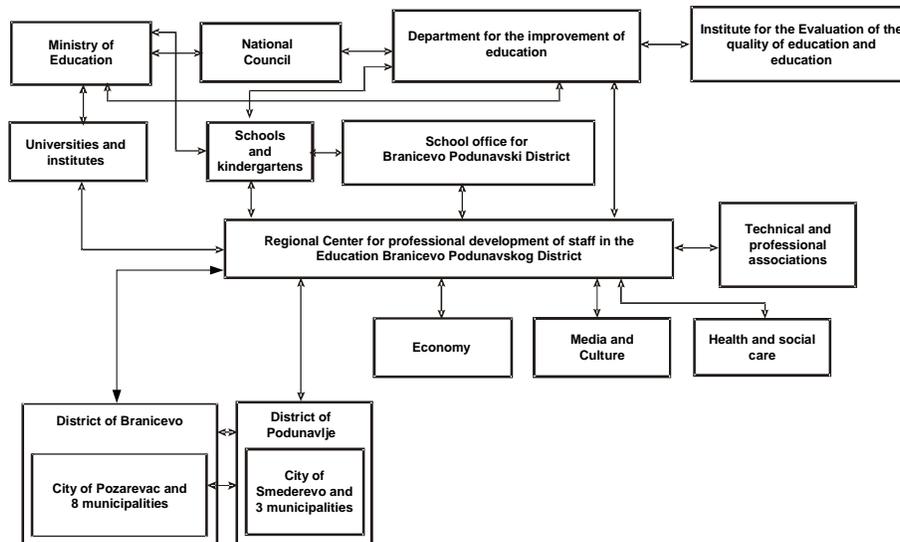
To teachers and other employees in education from the Branicevo-Podunavlje region and Judetul Caras-Severin region should offer the opportunity to achieve professional development in the immediate environment, in the framework of regional institutions - Regional centers. Regional Center should be one of the cornerstones of professional development of employees in education in the region.

Regional Center should be a regional meeting place of people who are dealing with education in Serbia and Romania and should provide a variety of support. This is a place where should be organized: lectures, seminars, round tables, conferences, discussion groups to meet and share their professional experiences.

Regional Center should have printed or on-line informators containing the offer of vocational training in the region. These regional centers should be well equipped and have the IT systems, libraries, video and DVD systems, teaching materials and permanent access to the Internet. It is important that teachers and other employees in the education receive support for all what they need to improve their work. It is necessary to have a good environment for the individual work, professional exchange, and that there is adequate space, equipment and material. Regional Centres contribute to including the local community, especially the municipality / city, town / district, district / state, state / interstate in the direct implementation of professional training of employees in education, which is one of

the ways for the implementation of the decentralization process, for example. in Serbia (Figure 1).

### 3. Model of Regional Center for Professional Development of Staff in the Education Branicevo Podunavlje District



**Figure 1.** Settings for possible model: Model of "Regional center for professional development of staff in the education" Branicevo – podunavlje district

In the Regional center is planned professional development, respecting the needs and characteristics of employees in the region, relying on the research interests of employees in a particular local community.

Local community is getting a resource center, a place where a number of employees to gather and share information in the field of education. Contemporary professional literature and magazines would be available in the center, as well as permanent access to ICT and the Internet. Given the proximity of the regional center, the employees in education is to concentrate just on access to various forms of professional training, especially with the application of ICT. Including a larger number of employees in the professional development contributes to the quality of education, a quality education provides more qualified experts who can give the contribution to the development community.

Vicinity of the Regional Center will reduce the cost of vocational training (accommodation and travel costs are significantly less, and create opportunities for funding a larger number of teachers or funds may be used for other needs in education).

Regional Center can offer its free capacities on market and make additional income.

All previously mentioned contributes to improving the general life standard Branicevo – Podunavlje district. Regional center would achieve its purpose through the following tasks and activities:

- Monitors the needs of the employees in the education of professional training;
- Analyzes the training needs in the field;
- Planning the training and other forms of vocational training;
- Organizing seminars;
- Organize other forms of vocational training;
- Creates a new professional training programs;
- Monitors the implementation of various forms of vocational training;
- Monitors the effects of the implementation of various forms of vocational training;
- Monitors the quality of employees in the regional center;
- Implement training as a coach, in cooperation with the Bureau / Center for professional development of employees;
- Organize training for future trainers in cooperation with the Bureau / Center for professional development of employees;
- Forms and maintains a resource center;
- Promote the work of the regional center;
- Promote the professional development of employees;
- Cooperating with the local community / municipality;
- Cooperate with the Bureau / Center for professional development of employees;
- Cooperate with other regional centers;
- Cooperation with the Ministry of Education / school administration;
- Cooperating with education - and educational institutions;
- Cooperate with the social partners and other target groups;
- Cooperate with donors, and
- Performs other tasks in accordance with the law.

Time frame for the establishment of - Regional centers include:

- Parliamentary procedure - 30 days,
- Establishment (registration) - 15 days,
- Production of seals and statistics - 1 day,
- VAT - 7 days, and
- opening a bank account - 3 days.

Total time required is 3 months. Because of the situation in which the state is currently in, the best solution would be that the Regional Center is located in Pozarevac, because it is the geographical center of both districts and all 11

municipalities. It would be preferable to the regional center of the majority of employees in education and education can come for an hour-long ride by public transportation. Municipalities would set the Board of Directors, which would appoint the Director of the Regional Center. Employees of the regional center, in addition to other learning tasks, must have continuous personal improvement. Each coordinator should make a personal plan for professional development, and director, in addition to own personal and professional development plan should coordinate professional development of employees in the regional center. Financing and the establishment of the Regional Center and the ongoing costs (salaries of employees, various costs and maintenance) would be funded by all municipalities in the environment of both districts. The division of costs is good, because it would all be equally divided between two municipalities, so both of them could use the Regional Center, and would not burden one municipality. Regional Center could act independently, because it would have a status of corporate body, so it can be financed from its own budget. The recommended capacity of the future Regional Center for Professional Development in Education Branicevo-Podunavlje districts are shown (table 1).

**Table 1.** Capacity of the future Concept model "Regional center for professional development of staff in the education" Branicevo - podunavlje

<b>r.b.</b>	<b>Purpose of the object (without accommodation capacities)</b>	<b>area (m<sup>2</sup>)</b>
1	Employee office	40
2	Big auditory (for seminars, workshops) (300 seats)	300
3	Coaching room	20
4	Resource Center (with the professional literature, textbooks, manuals for teachers, teaching materials, audio-visual means, and if possible, and other resources teachers need for independent development of teaching resources)	35
5	Classroom	35
6	ICT Classroom (jobs and training for individual use of ICT and the Internet)	40
7	Lounge	20
8	Sanitary board	15
Total usable area:		505

Furniture needed:

- Office furniture: work and conference tables, shelves, etc;
- For the classroom: tables and chairs for 32 participants, table and chairs for coach, stand for a
- video projector, white or black board.

ICT and other equipment needed for:

- Computer workstations that are connected to the server together with

- the connection to the Internet, for all employees,
- Computer workstations for training (installed in the classroom),
  - Computer work station for coaches to work in the Resource Center, with a network laser printer and A3 scanner,
  - Color printers,
  - Laser printers,
  - Scanners,
  - Photo-copy machine,
  - TV, video and DVD player,
  - Camera,
  - spiral-connection device,
  - Device for plastification;
  - Audio devices,
  - Flip - cart and corky board and supplies,
  - Video Bim - projector and screen, and
  - Overhead projector.

Regional Center represents a significant step towards the decentralization and democratization of society and education, and educational institutions provided the ability to adapt to the professional development and needs of Branicevo-Podunavlje region. In the identical way, Regional Center in Romania Județul in Caras-Severin, with the same goals would be formed. Both Centres would be able to perform in joint projects that are funded in the EU funds for education.

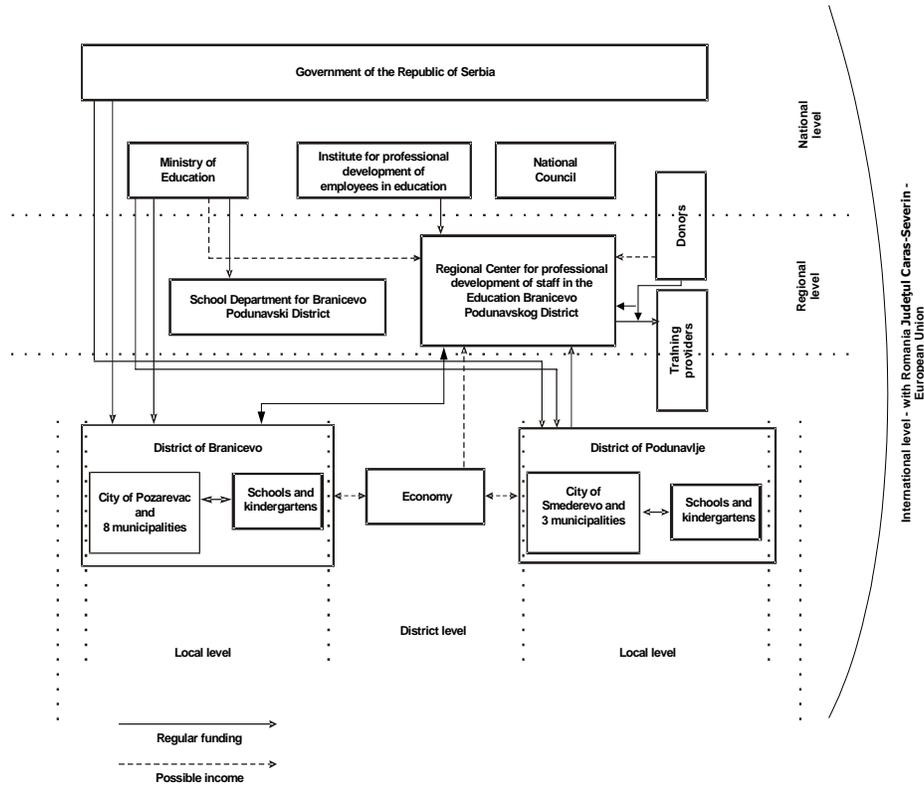
#### **4. Conclusion**

In modern life, one must quickly and vigorously reject obsolete ideas and methods of business and replace them with new and effective. Humanity has greatly stepped in the stage of ICT development in which science and knowledge, or possession of information, become a key factor in the current situation and further development. New understanding of society unbreakable associated with ICT brings new definitions of literacy, with a focus on the concept of media literacy, for the information, change, and knowledge of the key business success. Information literacy is a skill important ad reading and writing.

There is a large number of jobs in which one of the fundamental knowledge of the conditions of work with ICT. Generation that are now in the school benches, as well as the generation that are still growing up are doing so with usage of ICT. There are no developed models for professional training and development of employees in the education with usage of ICT resources. Knowledge management and the changes are very important factors to the formation of regional centers for professional development in education, which can affect the process of raising the quality of the teaching and use of ICT resources. Regional centers represent a significant step towards decentralization and democratization of society and education, and educational institutions provide the ability to adapt to the needs of

professional development in the region and beyond. To teachers and other employees in education from the territory Branicevo - Podunavlje region and Județul Caras-Severin, should be offer the opportunity to achieve professional development in the immediate environment, in the framework of regional institutions - the Regional Center. Regional Center should be one of the cornerstones of professional development of employees in education in this region. Regional Center is a regional point of people who are working in education it should provide a variety of support. This is the place where knowledge grows through the organization of: seminars, round tables, conferences, discussion groups in which the exchange of experience and professional knowledge.

Regional center for professional development of staff in the education Branicevo-Podunavlje districts may be the greatest center in Serbia by capacity, and also most cost-effective financial concept model, as shown in (Figure 2).



**Figure 2.** Financial model of Concept model "Regional center for professional development of staff in the education" Branicevo - Podunavlje

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