

# Mandatory teacher CPD and incentives to attract specialists

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 POLAND

## Timeline

2017 Approved/Agreed

ID number 28494

## Background

Previously, the Teachers' Charter stated that teachers had the right to participate in all forms of CPD and were to work on their own 'personal development'. Continuous professional development was required of teachers wanting to advance to higher levels. The Teacher's Charter specifies four categories of job positions in the teaching profession (trainee teacher, contractual teacher, appointed teacher, chartered teacher), which have a direct impact on a teacher's basic salary level. Promotion to the next position required a given number of years of school experience, completion of an internship and a positive assessment of professional achievements during the internship, as well as additional conditions.

## Description

In October 2017, the Act on financing educational tasks was adopted. The Act made teacher CPD obligatory and to be conducted in line with the school's needs. Head teachers report annually on teachers' CPD. Changes in teachers' advancement procedures were also implemented, however, they were withdrawn in a subsequent amendment to the Teachers Charter in 2019.

The Act also allowed higher salaries to be paid to specialists employed at schools who are not teachers. Previously, such a salary could not be higher than 184% of the 'base amount' for a teacher. After the change, local authorities managing schools were able to agree to salaries higher than this limit.

2017 Approved/Agreed

In 2017, the regulation was approved and put in force.

## Bodies responsible

- Ministry of National Education
- Ministry of National Education (until 2021)

# Target group

## Education professionals

Teachers  
Trainers  
School leaders

# Thematic categories

## Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

# Subsystem

IVET CVET

# Further reading

[Act of 27 October 2017 on the Financing of School Education Tasks \(Journal of Laws 2017, item 2203\)](#)

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[Act of 19 November 2020 \(including the latest version of the Teacher's Charter\) \(Journal of Laws 2021, item 4\)](#)

# Related policy developments

**2025 Implementation**

## Obligatory training in companies for VET teachers

As of September 2019, VET teachers are required to participate in a new form of continuing professional development: 40-hour training cycles (that must be completed within three years) at a company active in the field of the occupation they teach.

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### Type of development

Regulation/Legislation

### Subsystem

IVET CVET

### Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28494>