



**How we developed and grew:** Early CIP's history dates from 1994, starting with the Team of the Institute of Pedagogy and Andragogy and the preschool program (Step by Step) *Kindergarten as a Family Center*. CIP was founded in 1998. As of 2002, CIP significantly increases its staff and program resources, and expands the field of work and influence.

**Structure:** CIP's Assembly is the supreme body of the organization, consisting of all of the members. The Managing Board directs CIP's work, while the Supervising Board oversees the financial operation. The Executive Director and the Program Coordinators develop program resources and organize the work process in cooperation with the Secretary and Technical Assistant. CIP has a network of associates – trainers for various programs (35) and certifiers (4).

**CIP is a member of**

- *International Step by Step Association (ISSA)*, gathering *Step by Step* and other organizations and individuals working in early childhood pedagogy since 1999. CIP is Serbia's representative in ISSA and is authorized for the application of its professional resources.
- *Reading and Writing for Critical Thinking (RWCT) International Consortium* has been founded in 2004, by the NGOs authorized for the application of RWCT programs, CIP among others.
- *Association for Supervision and Curriculum Development*.
- *National Association for the Education of Young Children*.

**Financial Sources:** donations, seminar fees, books and publications sales.

**Our Donors/Partners/Associates**

Within ISSA and in cooperation with the *Open Society Institute, NY* and the *Fund for an Open Society*, CIP maintains considerable human and program resources, receives professional and expert help in program and project implementation, develops inclusive educational models and establishes international and regional cooperation.

International Organizations: *Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH*, *Pestalozzi Children's Village Foundation*, *Concern Worldwide*, *Royal Dutch Embassy*, *UNICEF*, *Catholic Relief Services*, *Save the Children Fund* (Serbia and B-H), *Swiss Agency for Development and Cooperation* and *Norwegian People's Aid*.

**Activities:** Organizing and holding seminars \* Monitoring the implementation of child-centered programs \* Creating training modules (for the educational staff, and other professionals and clients) \* Instructional pedagogical work with mentors \* Certification for quality child-centered practice \* Publishing (manuals, compilations, picture books, brochures, etc.) \* Participation in developing inclusive educational policies and strategic documents (at all levels of decision-making) \* Participation on expert conferences (promotions, presentations and panels) \* Networking Institutions and practitioners in education \* Qualitative research and Case studies (production and training) \* Continuous professional advancement of CIP' Team and Trainers \* Empowering marginalized families for education.

**We mostly operate within the Educational System** as we believe that it is the best route towards systematic and long-term change. Training programs are accredited by *Ministry of Education* and are listed in the *Catalogue of Professional Improvement Programs for Educational Workers*. Programs/methodology for working with children and other activities in the Educational Institutions are approved and supported by *Ministry of Education*.

Activities in the Educational System are implemented in cooperation with: *Ministry of Education and Sports of R. of Serbia*, its local managing offices, educational institutions of all levels, teaching staff, professional associations, local authorities and other NGOs.

**We have held 244 seminars for 8108 participants.**

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	<i>1994/97</i>	<i>1998/2001</i>	<i>2002/04</i>
For Qualit. Education	6	22	143
For Access to Education		18	26
For Social Justice		3	15
For personal and professional empowerment		2	9

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	<b>SEMINARS</b>
For Qualit. Education	171
For Access to Education	44
For Social Justice	18
For personal and professional empowerment	11

*ISSA was founded in 1999 in the Netherlands.* It gathers organizations authorized to implement the *Step by Step* program, from the total of 29 European, Asian and American countries. Added to this selection are the organizations and individuals working in education. All together they are networked to promote democratic principles, quality education and equal chances for all children.

*ISSA: Develops educational resources \* Supports the implementation of high quality educational child-centered programs \* Develops systems of pedagogical standards, mentoring work and teaching staff self-evaluation \* Encourages family and local community participation \* Advocates the right of all children to quality education, particularly for the children from minority, refugee and impoverished groups and the children with needs for special support \* Supports continued research.*

Cooperation on implementing our programs has been established with 11 preschool institutions, 15 primary and 3 secondary schools, while a large number of schools all over Serbia trained its staff on our seminars.

**CIP's seminars' specifics:** Adapting the module to the needs of participants; Combining theory and practical solutions; Climate of acceptance and partner relations; Interactive methods, diverse activities and forms of work; Active role-playing and participants' inter-exchange; Abundant professional materials handed-out to participants.

**Types of activities:** discussions, analyzing, learning through experience in simulated situations, presenting, mini-lectures, video-projections, individual and work in small groups, exchange of opinions, attitudes and professional experiences.

To all participants CIP issues adequate **certificates** of training completed.

**Number of participants** - 30 (Max 35)

**A seminar's day structure:** 4x90 min - workshops, 2x30 min – coffee brakes, 60-90 min – lunch break.

**Our Trainers:** Posses high-level theory knowledge and practical experience \* Have mastered trainer's skills \* Are permanently improving their capacities by attending advanced trainings and mentoring.

**Quality control and advancement** we perform on the basis of participants' evaluation, and feedback from Trainers and Program Coordinators. The quality of our trainings has been highly graded by vast majority of participants.