



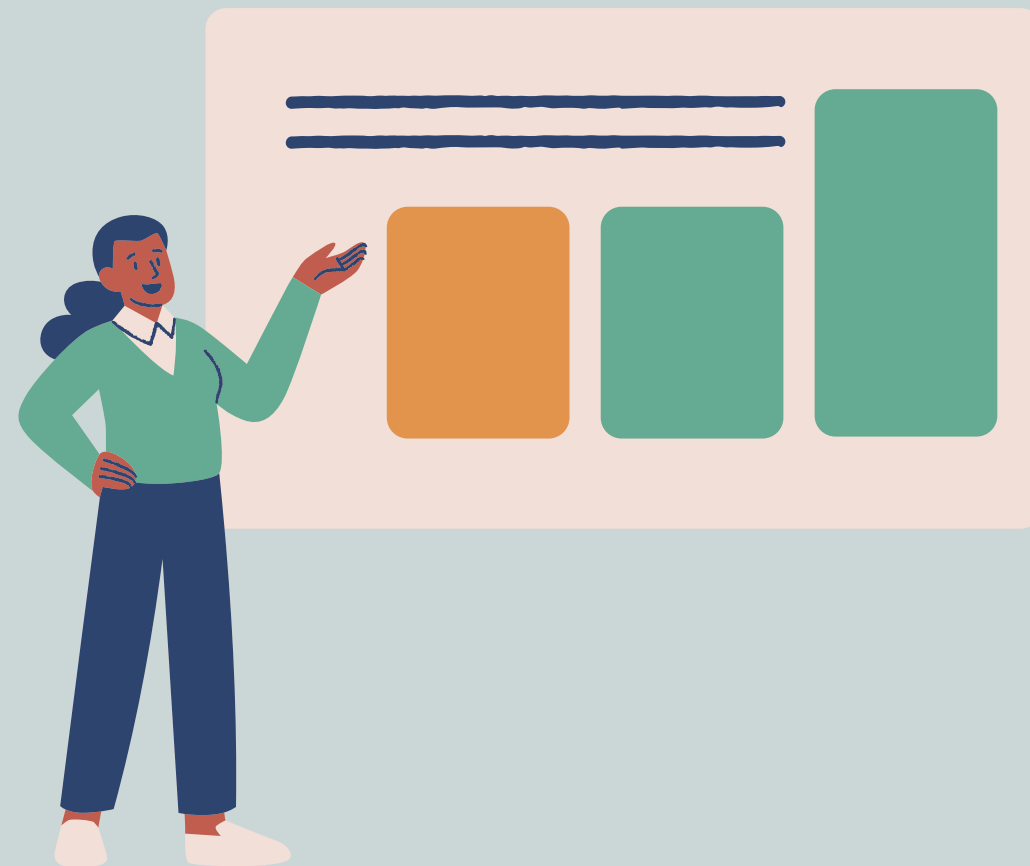
# What is agency and how to use it in a teaching job



Co-funded by  
the European Union

Funded by the EU. The views and opinions expressed are solely those of the author(s) and do not necessarily reflect the views and opinions of the European Union or the Foundation for the Development of the Education System. Neither the European Union nor the grant provider are responsible for them"

# What is Agency and How to Use It in a Teaching Job



**Duration:** 60–90 minutes

**Audience:** Teachers, school leaders

**Format:** Presentation  
with discussions and activities



# Aim of the training

In this training, we will explore what teacher agency is, why it matters, and how we can strengthen it in our professional practice. By the end of the session, you'll walk away with concrete strategies to enhance your autonomy, decision-making, and influence in the classroom and beyond.



# Target Group for the Training



This training is designed for:

- **Teachers** of primary education (both new and experienced) who want to enhance their autonomy in the classroom.
- **Experts** who support teachers in professional growth and decision-making.
- **School Leaders** (principals, department heads) aiming to foster a culture of teacher agency within their institutions.



# Training Objectives



By the end of this session, participants will:

- Understand the concept of teacher agency.
- Recognize the impact of agency on teaching effectiveness and job satisfaction.
- Identify practical ways to apply agency in lesson planning, student engagement, and professional growth.
- Develop strategies to build a culture of agency in their schools.



# Brief Description of the Training



This training session focuses on understanding teacher agency and how teachers can apply it in their professional roles to enhance teaching effectiveness, job satisfaction, and student outcomes.

Participants will explore the concept of agency, its importance in education, and practical strategies for implementing it in lesson planning, classroom management, and professional development.

Through interactive discussions, case studies, and hands-on activities, teachers will develop skills to take ownership of their teaching practices, advocate for change, and create a more dynamic and student-centered learning environment.



# Program of the training



Introduction to Teacher Agency (15 min)

The Impact of Teacher Agency (20 min)

Strategies for Enhancing T. A. (30 min)

Overcoming Barriers (15 min)

Wrap-Up and Action Steps (10 min)



# Skills Gained by Trainees

Participants will develop the ability to:

- Make informed decisions to improve teaching effectiveness.
- Adapt curricula and teaching methods to meet student needs.
- Foster student engagement through increased classroom agency.
- Advocate for change and professional growth within their institutions.
- Collaborate with colleagues to create a culture of teacher empowerment.





# Training methods



- Interactive presentations and discussions
- Case study analysis and real-life examples
- Group brainstorming and collaborative problem-solving
- Role-playing and scenario-based exercises
- Individual reflection and goal-setting



# Tips for the Trainer



- **Encourage participation:** Make sure every participant feels heard and valued.
- **Provide real-world examples:** Use relatable case studies to illustrate key points.
- **Facilitate open discussion:** Create a safe space for sharing experiences and perspectives.
- **Be flexible:** Adapt activities based on participant engagement and needs.
- **Focus on actionable outcomes:** Help teachers leave with concrete strategies to apply immediately.



# What is Teacher Agency?

Opening Activity (3 min):

**What comes to mind when you hear the word  
'agency' in teaching?**

Responses can be written on a whiteboard or shared in the chat (for online sessions).

# What is Teacher Agency?

Teacher agency refers to a teacher's ability to make independent, informed decisions about their teaching practice, professional growth, and contributions to school improvement. It involves autonomy, reflection, and proactive action to create meaningful learning experiences for students.



# Discussion Question:

Group Activity (5 min):

Think of a time when you made a decision that positively impacted your students—what was it?



# Why is Teacher Agency Important?



- Leads to higher teacher motivation and job satisfaction.
- Improves student learning outcomes through personalized teaching.
- Encourages innovation, creativity, and adaptability.



# Practice

## Reflection Questions:

Imagine you have an opportunity to meet with the school principal to discuss changing a school rule. What rule would you liked changed? What strategies would you utilize to accomplish your purpose?



# The Impact of Teacher Agency



1. For Teachers: Increased job satisfaction, professional growth, and motivation.
2. For Students: More engaging, personalized learning experiences.
3. For Schools: A culture of innovation, collaboration and leadership.





# Discussion Question:

Group Activity (10 min):

Identify areas in your school where teacher agency is strong and areas where it could be improved. Share your thoughts.



# Strategies

To strengthen teacher agency, we can focus on three key areas: curriculum, classroom environment , and professional development



# Strategies for Enhancing Teacher Agency



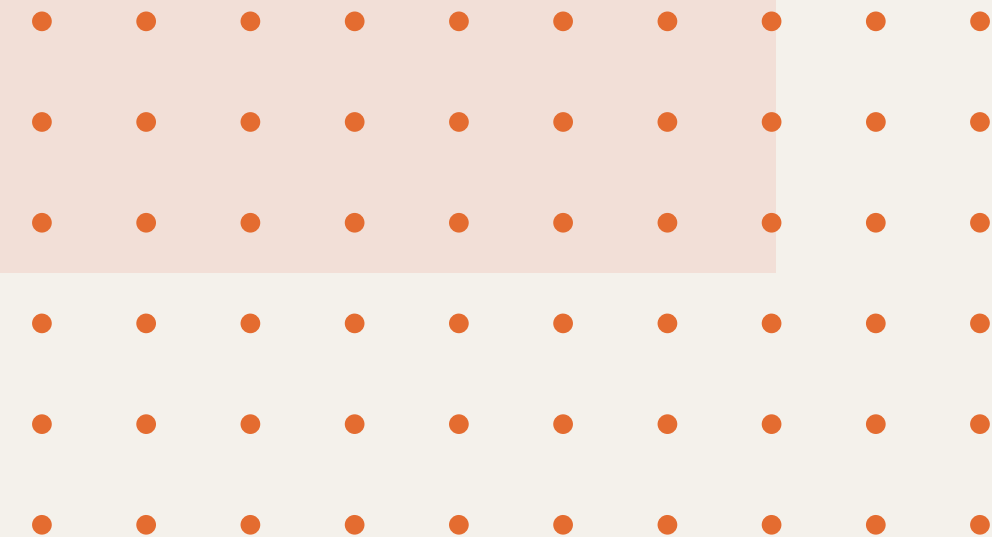
1. Curriculum Choices – Adjusting content to fit student needs.
2. Classroom Environment – Creating a space for autonomy and learning.
3. Professional Development – Seeking personal and professional growth opportunities.

# Practice 1

Role-Playing Activity (10min.):

Imagine you're in a staff meeting discussing curriculum changes.  
How would you advocate for more flexibility in lesson planning?

Let's practice in pairs.



# Ideas for Action:

## Curriculum Customization

- Modify lessons to meet diverse student needs.
- Integrate student interests into lesson planning.



# Ideas for Action:

## Student-Centered Learning

- Offer choices in assignments or projects.
- Facilitate student goal-setting and self-assessment.



# Ideas for Action:

## Reflective Practice



- Observe and record – Keep notes on what works or needs improvement.
- Seek feedback – Ask students and colleagues for input.
- Plan adjustments – Modify strategies based on reflection.

# Ideas for Action:

## Pursuing Professional Development

- Attend workshops, webinars, and conferences.
- Participate in book studies or professional learning communities.
- Seek leadership roles within the school.



# Practice 2

Personal Action Plan:

Write down one specific way you can take more initiative in your teaching practice. What's one small but meaningful change you can make this week?



# Overcoming Barriers



1. Administrative Constraints: Lack of flexibility in curriculum and policies.
2. Personal Barriers: Fear of taking risks or lack of confidence.
3. Cultural Norms: Resistance to change within the school environment.

# Brainstorming Solutions

Group Activity (10 min):

In small groups, discuss potential strategies to overcome these barriers. What has worked in your experience?



# Practice

Commitment to Action:

What's one change you will make in your teaching to strengthen your agency?



# Thank You & Final Thoughts

Thank you all for your participation! Teacher agency is about taking control of our professional growth and making a difference in our schools. I encourage you to continue these conversations with colleagues and take action on what we've discussed today.

