



Bosnia and Herzegovina  
The Federation of Bosnia and Herzegovina  
The West Herzegovina Canton  
**Fra Grga Martić Gymnasium**  
**Posušje**

## Implementation of the Project “Entrepreneurial Learning and Entrepreneurship Education” into the School Curriculum

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**[PILOT PHASE]**  
**ACTION PLAN**

**On-going project development school team members:**

- Jasminka Petric, Croatian Language and Literature Teacher, Project Development Coordinator
- Danica Dutina, German Language and Literature Teacher
- Senka Karačić, Graduate Chemical Engineer, Principal
- Josipa Kondža, German and Russian Language and Literature Teacher, Asst. Principal, Shift supervisor
- Renata Čale, English and Croatian Language and Literature Teacher

Teachers who will occasionally participate and provide help in the project :

- Ljilja Čutura, History and Geography Teacher
- Josip Bešlić, Biology and Chemistry Teacher
- Martina Tomić, Art Teacher
- Marija Vučić, Croatian Language and Literature Teacher
- Ivica Pavić, Health and Physical Education Teacher
- Nikolina Budimir, English and Russian Language and Literature Teacher
- Božena Marić, English Language and Sociology Teacher
- Ante Jukić, History and Geography Teacher
- Zdenko Bošnjak, Biology Teacher
- Vesela Knezović, Health and Physical Education Teacher
- Sanja Crnogorac Sitarski, Teacher of Philosophy and Logic Social Studies Teacher
- All class teachers
- Student Council
- School secretary
- School administrator

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## 1. INTRODUCTION

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Recognizing the importance of entrepreneurial training and learning in the circumstances of globalization represents the first step towards the development of a healthy society in terms of both culture and economy. Therefore, the European Commission worked out a wide range of measures aimed primarily at young people, with one basic purpose – to teach them how to use their entrepreneurial skills. Under the sponsorship of the European Union, a number of documents concerning the implementation of these measures were created.

The requirements of the European Qualification Frame (EQF) in terms of key competence include the development of educational outcomes (knowledge, skills and attitudes), methods of teaching and learning, as well as methods of evaluation. Consequently, SEECEL recommends the use of Bloom's taxonomy, which will enable school systems to properly introduce this competence and create such a profile of students that will form a basis for the future entrepreneurial society. Those students will be able to plan, manage, participate in the team work, motivate, cope with failure, evaluate, etc.

Entrepreneur senior students in ISCED schools, level 3, should be familiar with basic terms from the field of economics and finance and easily use the acquired knowledge and skills to raise their self-esteem and improve their abilities, but also to contribute to the progress of the community. Thus it is crucial to train their teachers as well, especially through current short- and long-term measures which also include cooperation of schools with government educational agencies, local authorities and companies.

Only schools that set ambitious yet realistic objectives deserve the status of an entrepreneurial school with entrepreneur teachers and students. Our school recognizes this project as an opportunity to improve the projects we started previously, but also as a challenge to engage the management, administration, most of our teaching staff, students, parents, small and medium-sized enterprises and authorities in the process. Hopefully, this will bring benefits in the long run for our small community.

## 2. ABOUT THE SCHOOL

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Grammar high school fra Grge Martića is a school with a fifty-year tradition. Although the educational policy and the very structure of the school have been changing along with the shifts in the political priorities, our school has always been recognized even outside this region. We have produced many distinguished teachers, university professors, artists, politicians, innovators, businessmen and experts in economy. Our former students are now successful students of medicine, architecture, foreign languages, law, economics, etc. at universities and art schools in Bosnia and Herzegovina, Croatia, Austria, Germany and the USA. In the past few years, three of our students successfully went through the application process at the United World College (UWC), which is firm evidence of a high quality of our curriculum and a great achievement of a relatively small school (16 class sections with approximately 400 students).

Every year, our students achieve excellent results on cantonal, federal and state contests. The school, but also some teachers as individuals, received a number of acknowledgements by the Cantonal Ministry of Education of our county.

At the moment we are preparing several projects, both competitive and non-competitive, such as DSD programme (advanced level of German), Days of Croatian Language, project Volunteer-credit, Mathematics Olympics, Cantonal Sports Games, the events of Preservation of Tombstones, Cantonal Quiz of General Knowledge, and some other less demanding activities. Our Students' Council is actively involved in many projects as well, especially those of charity character.

Considering all this, the selection of our school as a partner in SEECEL project of strategic regional entrepreneurial learning as a key competence is fully justified. We have a well-trained team of teachers and students at our disposal, who will surely successfully implement the suggested guidelines into our curriculum.

### 3. GOALS

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This action plans delineates, through several phases, the activities which will be used to reach the goals of the entrepreneurial learning and entrepreneurship education project. Provided that this is the pilot phase, we will be focusing on the following activities and goals:

1. Raising awareness among teachers, students, and parents on the importance of entrepreneurial teaching and learning;
2. Training teachers on entrepreneurial teaching methods;
3. Implementing entrepreneurial learning into specific educational segments of the school and the completion of planned projects;
4. Strengthening cooperation between the school and local entrepreneurs.

#### **3.1. Raising awareness among teachers, students, and parents on the importance of entrepreneurial teaching and learning**

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At a Teaching staff meeting, teachers Jasminka Petric – the project coordinator – and Danica Dutina will present the project and the planned activities. After that, Jasminka Petric and Božena Marić, politics and economics teacher, will prepare a brief brochure and a presentation on entrepreneurship and entrepreneurial competences for all teachers who will then give the same presentation in their respective classes. It will be left to individual teacher's discretion to decide whether this will be discussed during a single or multiple class periods. Mrs Petric will then present the project to the Student Council and the members of the council will be expected to systematically stimulate interest and participation among their peers. The project will also be presented to the Council of Parents and the School Board; their support is expected as well.

### **3.2. Training teachers on entrepreneurial teaching methods**

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Those teachers who applied to participate in the project actively will go through advanced training. To that end, we will touch base with representatives of the Ministry of Civil Affairs (Education Sector), Ruđer Bošković Elementary School in Grude (pilot school from the previous phase), the Agency for Pre-Primary, Primary and Secondary Education, the Ministry of Education, Science, Culture and Sports of the West Herzegovina Canton, REDAH (Development agency of *West Herzegovina county*), CISO Center (Informing, Advising and Training Center), and the Entrepreneurs' Organization of Posušje. These meetings will be held in the form of lectures, round table discussions, and workshops.

Professor Olgica Marušić will deliver a lecture on scientific methodology. Professor Marušić is a certified trainer for educational methods and a senior assistant at the Faculty of Science and Education in Mostar.

DISCLAIMER: Students, especially seniors, will participate in some of these activities.

### **3.3. Implementing entrepreneurial learning into specific educational segments of the school and the completion of planned projects**

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At the start of the project we will mainly be focusing on educating teachers, staff, students, and parents on entrepreneurship, as well as entrepreneurial teaching and learning in order to achieve a high standard of quality when it comes to specific events. The things that we learn will be applied in a myriad of ways – from practical experience provided through encounters with individual local entrepreneurs and lectures on entrepreneurial actions, to easy tasks that students will be assigned in class, to the realization of more demanding projects. Activities will encompass regular class periods, student advisors' meetings, extracurricular activities, field work, interaction with parents and the local community, etc.

During the preparation of this Action Plan, we have aspired to devise projects that would allow for the participation of a large number of the staff, students, parents, and relevant individuals and organizations which are not part of the school structure. This plan offers a wide range of topics as to ensure that each student finds something that he or she likes.

We see this Action Plan as the introduction to future activities especially due to the fact that not all teachers, many of whom will be executing this project, have unfortunately not had a chance to provide input at in the creation of the plan. We agreed that including too many activities in the pilot project might derail it; however, we are already thinking of ideas for the upcoming academic year.

### **3.4. Strengthening cooperation between the school and local entrepreneurs**

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Our school has had a successful cooperation with the local entrepreneurs for a few years, as well as with the local government (namely, during the "Volontiraj-kreditiraj" project, also known as the "Social Day", when our students get 'employed' by local businesses and at the local government). This project is meant to strengthen the existing ties through a meeting with the representatives of the Entrepreneurs' Organization of Posušje during which our students will have an opportunity to ask questions about entrepreneurship, starting and leading a company, the job market, business risks, etc. This will also mark the European SME Week. Furthermore, experts from REDAH will deliver a lecture and hold a workshop for both teachers and students, as well as all interested parents.

## **4. PRECONDITIONS/POSTCONDITIONS ANALYSIS UPON PROJECT COMPLETION**

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A SEECCEL survey on entrepreneurship and entrepreneurial competences will be conducted at the school before and after the project takes places. The survey will be completed by twenty employees of the school (teachers and senior staff). It is impossible to predict the results at this phase, but we are expecting a good turnout and a serious approach of the target group.

## **5. FINANCING AND EXPENDITURES**

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SEECCEL provided 2,000.00 EUR for the implementation of this project which we intend to use for the purchase of a video camera, materials needed for posters and exhibits, guest speakers' fees, printer toners, travel expenses, creation and maintenance of a website, refreshments, office supplies (paper, pencils, markers), etc.

An additional 2,000.00 EUR is provided for Phase 2 which will go towards a peer visit.

DISCLAIMER: Proposed expenditures can be found under Section 6, Monthly Activity Plan.

## 6. MONTHLY ACTIVITY PLAN

SEPTEMBER 2014., preprocessing			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Participation in a SEECEL preparatory training session in Mostar	- Jasminka Petric, teacher and Project coordinator - Danica Dutina, teacher	- transportation - coffee and refreshments	15
Receiving and documents processing	School administrator	-	
Project presentation at the Teaching staff meeting	- Jasminka Petric, teacher, PC - Danica Dutina, teacher	-	
Implementation of the project „Entrepreneurial Learning and Entrepreneurship Education“ into the School Curriculum	Josipa Kondža, teacher and shift supervisor	-	
Preparation and elaboration of the action plan	Jasminka Petric, teacher, PC	-	
Printing/Copying of the “Entrepreneurial Learning” brochure and other complementary materials	Jasminka Petric, teacher, PC	print and copy services cost	70
Translation of documents from/into English	English teachers: Renata Čale, Nikolina Budimir, Božena Marić	-	
Initial training session for all teachers participating in the project	- Jasminka Petric, teacher, PC - Danica Dutina, teacher	- stationery - coffee and refreshments	
Basic in-service training on the Entrepreneurial learning project and its elements (for teachers)	- Božena Marić, teacher - Jasminka Petric, teacher, PC	- stationery - coffee and refreshments	
Basic in-service training on the Entrepreneurial Learning project and its elements (for Student Council, Parents' Council and School Board members)	Jasminka Petric, teacher, PC	-	
-Signing of the contract with SEECEL -Sending of the contract	- Senka Karačić, principal - Josipa Kondža, shift supervisor - school secretary	postage	5
Data up-dates	Members of a school team	-	
			TOTAL: 90 EUR



OCTOBER 2014.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Equipment procurement	Senka Karačić, principal	- video camera - printer ink cartridge refills - school supplies (paper, pencils, markers, filing folders...)	350
Conducting SEECEL polls or surveys among teachers before strategic piloting	- Senka Karačić, principal - Josipa Kondža, shift supervisor	printing and copying materials	
Dani kruha – Harvest Day	- Renata Čale, teacher - Martina Tomić, teacher - Ivica Pavić, teacher	paper, markers, tempera, cotton thread and knitting kit, other props	
Creating the school web site	- Josip Bešlić, teacher - Josipa Kondža, shift supervisor	- creating the web site - placing the web site	165
Working session with the members of Literary section	- Jasminka Petric, teacher - Marija Vučić, teacher	-	
Sending the School Curriculum (SEECEL project implement parts)	Josipa Kondža, shift supervisor	-	
Advanced in-service training for team members	Core team members from Primary School Ruđer Bošković Grude	- travel expenses - coffee and refreshments - stationary - lunch	50
Public discussion with representatives of the Association of Businessmen of Posušje; Subject: „European SME Week“	- Jasminka Petric, teacher, PC - Senka Karačić, principal - Božena Marić, teacher	-	
Advanced in-service training for permanent and occasional members of school team on teaching methods	Olgica Marušić, associate teacher	- lecture fee - coffee and refreshments - printing and copying materials	100
Selecting and photo developing	school team members	- photo developing cost	10
Data up-dating	school team members	-	
			<b>TOTAL: 675 EUR</b>

NOVEMBER 2014.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Designing posters on students' rights and responsibilities	Sanja Crnogorac Sitarski, first-grade class teacher	paper, markers, tempera	15
Celebrating the International Day of Students; Garage sale	Student Council	paper, markers, tempera	15
Working session with the members of Literary section	- Jasminka Petric, teacher - Marija Vučić, teacher	-	
Marking Blood Donor Day; the blood drive activity and education of undergraduates	- Zdenko Bošnjak, teacher - The Institute for Transfusion Mostar - Red Cross Posušje	-	
Advanced in-service training for permanent and occasional members of school team on teaching methods	Olga Marušić, associate teacher	- lecture fee - coffee and refreshments - printing and copying materials cost	100
Planning and elaborating teaching preparation forms	subject teachers	-	
Translation of teaching preparation forms into English	English teachers	-	
Maintaining school website	shift supervisor Josipa Kondža	-	
Selecting and photo developing	school team members	photo developing cost	10
Data up-dating	school team members	-	
			TOTAL: 140 EUR

DECEMBER 2014.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Preparing, translating and sending documents in Microsoft Word format for SEECE's article	- Josipa Kondža, shift supervisor - English teachers	-	
Elaboration and translation of three teacher individual development plans	- Sanja Crnogorac Sitarski, teacher - Renata Čale, teacher - Josipa Kondža, teacher - English teachers	-	
Preparing, translating and sending a report on professional teacher trainings	- Jasminka Petric, teacher, PC - English teachers	-	
Working session with the members of Literary section	- Jasminka Petric, teacher - Marija Vučić, teacher	-	
Maintaining school website	Shift supervisor Josipa Kondža	-	
Christmas Exhibition of photographs and posters	Ljilja Čutura, teacher	paper, markers, tempera	15
Data up-dating	School team members	-	
			TOTAL: 15 EUR

JANUARY 2015.

ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Cleaning and maintenance of school's interior	Student Council	cleaning supplies	20
Working session with members of Drama section	- Jasminka Petric, teacher - Marija Vučić, teacher	-	
Planning and elaborating teaching preparation forms	subject teachers	-	
Translation of teaching preparation forms into English	English teachers	-	
Maintaining school website	shift supervisor Josipa Kondža	-	
Selecting and photo developing	school team members	photo developing cost	10
Data up-dating	school team members	-	
			TOTAL: 30 EUR

FEBRUARY 2015.

ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
School Masquerade Ball	- Student Council - Renata Čale, teacher - Martina Tomić, teacher	props	15
Working session with members of Drama section	- Jasminka Petric, teacher - Marija Vučić, teacher	-	
Visiting the CISO Centre and Technology Park in Mostar	Jasminka Petric, teacher, PC	transportation	125
Planning and elaborating teaching preparation forms	subject teachers	-	
Translation of teaching preparation forms into English	English teachers	-	
Maintaining school website	shift supervisor Josipa Kondža	-	
Data up-dating	school team members	-	
			TOTAL: 140 EUR

MARCH 2015.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Working session with Drama section members	- Jasminka Petric, teacher - Marija Vučić, teacher	-	
REDAH lectures/workshops for teachers, students and students' parents	REDAH experts	- lecture fee - stationary	80
Planning, elaborating and sending a request for funding peer visit	Jasminka Petric, teacher, PC	-	
Translating a request for the funding of peer visit	English teachers	-	
School Website Maintenance	Shift supervisor Josipa Kondža	-	
Data up-dates	School members team	-	
Selection and photo development	School members team	photo developing cost	10
Theatre performance of „Who are you?"; Literary and Drama section production	- Drama section members - Jasminka Petric, teacher - Marija Vučić, teacher	- props - refreshments	15
			TOTAL: 105 EUR

APRIL 2015.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Marking World Health Day: lectures, the race „Healthy life, fulfilled life“	- Vesela Knezović, teacher - students athletes - doctors	- T-shirts for participants - presentation materials - refreshments	250
Marking Blood Donor Day; the blood drive activity and education of undergraduates	- Zdenko Bošnjak, teacher - The Institute for Transfusion Mostar - Red Cross Posušje	-	
The University of Mostar promotional event	Senka Karačić, principal	transportation	150
Earth Day Celebration; posters exhibition	Ljilja Čutura, teacher	paper, markers, tempera	15
Global warming problems and solutions Workshop	Ante Jukić, teacher	paper, markers, tempera	15
School website maintenance	Shift supervisor Josipa Kondža	-	
Data up-dates	School team members	-	
Selecting, elaborating and sending school event photos to SEECEL	School team members	-	
			TOTAL: 430

MAY 2015.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Biology Field Work: <i>"Plant and Animal Diversity"</i>	Josip Bešlić, teacher	- transportation - refreshments	75
School charity futsal tournament	Ivica Pavić, teacher	- props - refreshments	50
By Literary and Drama club members visit to The Small Theatre Company and Cantonal Court in Mostar	- Jasminka Petric, teacher - Marija Vučić, teacher	- transportation - refreshments	150
School website maintenance	Shift supervisor Josipa Kondža	-	
Data up-dates	School team members	-	
Selecting and photo developing	School team members	photo developing cost	10
			TOTAL: 285 EUR

JUNE 2015.			
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES	COST IN EUROS
Exhibition of posters „Meet my home town“	Ljilja Čutura, teacher	paper, markers, tempera	15
Completing, reviewing, aligning and sending 10 curriculum and syllabus to SEECEL	Jasminka Petric, teacher, PC	-	
Sending a mentor's report to SEECEL	Jasminka Petric, teacher, PC	-	
Implementing and sending SEECEL's poll for teachers after finalizing/ completing the project	- Senka Karačić, principal - shift supervisor Josipa Kondža	printing and copying materials cost	
Selection and analysis of photos taken from the school events; sending photos to SEECEL	School team members	-	
Creating multi- photo collage poster	Student Council	paper, glue, markers	15
Making a video on project	Informatics teachers	-	
Sending the video to SEECEL	Jasminka Petric, teacher, PC		
Maintaining school website	shift supervisor Josipa Kondža	-	
Data up-dating	School team members	-	
Closing ceremony; video presentation of the project	- Jasminka Petric, teacher - Martina Tomić, teacher - Senka Karačić, principal	- decorations for the auditorium - parent invitations	20
			TOTAL: 50 EUR

JULY 2015.		
ACTIVITY	PERSON(S) RESPONSIBLE	PROPOSED EXPENDITURES
Sending final report to SEECEL	Jasminka Petric, Project coordinator	-

**TOTAL COST OF PROJECT: 1960,00 EUR.**

NOTE: All listed costs are merely an estimate based on the approximate value of products and services required for the successful execution of this project. We are, however, expecting to receive donations – monetary and in-kind – which we will accept in order to reduce operating costs. Therefore, if any funds predicted by this budget remain unused, we will direct them towards compensating English teachers for translating this Action Plan and supplying the school library with new books.

Principal:

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Senka Karačić, dipl. ing.

## REFERENCES

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<http://udrugagospodarstvenika.com/>;  
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