STUDY GUIDE
ACADEMIC YEAR 2021-2022

SCHOOL OF SOCIAL SCIENCES, HUMANITIES AND ARTS

DEPARTMENT OF EDUCATIONAL AND SOCIAL POLICY
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GENERAL INFORMATION ABOUT THE UNIVERSITY OF MACEDONIA

Schools and Departments

The University of Macedonia, established by Government decree No 147 of April 10 1990, has a long historical background as an institution. Initially, it was formed under the name of “The Graduate School of Industrial Studies of Thessaloniki” in 1948, but its operation started during the academic year 1957-58. In 1958 it was renamed into “Graduate Industrial School of Thessaloniki” and from 1971/72 it was divided into two Departments: Department of Economics and Department of Business Administration. At present, the University of Macedonia has 4 schools and 8 departments. All departments offer a bachelor degree (in Greek “ptychion”):

SCHOOL OF BUSINESS ADMINISTRATION
Department of Business Administration
Department of Accounting and Finance

SCHOOL OF INFORMATION SCIENCES
Department of Applied Informatics

SCHOOL OF SOCIAL SCIENCES, HUMANITIES AND ARTS
Department of International and European Studies
Department of Educational & Social Policy
Department of Music Science & Art

SCHOOL OF ECONOMIC AND REGIONAL STUDIES
Department of Economics
Department of Balkan, Slavonic & Oriental Studies

For several years now the Postgraduate Study Programs of the University of Macedonia present an increasing recognition and demand, as they are seen not just as clusters of research excellence, but also as a hub of interaction and cooperation with other Universities and bodies.

The high quality of the studies offered, the constant focus on current fields of specialization, the use of modern teaching methods and state-of-the-art information and communication technologies, as well as the linkage between their learning outcomes with the labor market needs are all guarantees of maximizing graduates’ employment and career development prospects (https://www.uom.gr/en/postgraduate).

Also, there are offered three Postgraduate Programs for foreign students, in English language:

- Master’s degree in Politics and Economics of Contemporary Eastern and Southeastern Europe
- Master’s degree in International Public Administration
- Master’s in Human Rights and Migration Studies

University Governing Bodies

The University of Macedonia is a State University under the
responsibility of the Ministry of Education and Religious Affairs. The decision making bodies are:

(i) the Senate, which is a body consisting of the Rector, the Vice-Rectors and representatives of the faculty of all Departments. There are also representatives of the Students’ Union and of the administrative staff,

(ii) the Rector’s Council and

(iii) the Rector.

Decisions on the academic affairs of each Department are made by the respective Faculty assembly. There is also student participation in issues of their concern.

**Governing Bodies of the Department**

The governing bodies of the Department are the General Assembly, the Head of Department and the Deputy Head of Department. The General Assembly of the Department is composed of the entire Teaching and Research Staff (T.R.S.) of the Department, student representation and representation of Laboratory Teaching Staff and Laboratory Technicians. The General Assembly is qualified to deal with matters such as the Curriculum, allocation of teaching duties and election of new staff. The Head of Department ensures the proper operation of the Department, acts as the representative of the Department and prepares the agenda of the General Assembly. The Head is elected by the General Assembly of the Department every two years.

**INFORMATION ON STUDENT ISSUES**

**General Entrance Requirements**

The University accepts more than 4,500 applications per year for less than 1000 places; competition is thus very high. Greek applicants must have successfully completed a six-year secondary schooling and have succeeded in competitive entrance examinations organized by the Ministry of Education and Religious Affairs.

**Programmes of Studies**

The programmes of studies of the University of Macedonia are based on credit hours. One credit hour is normally equivalent to a 45-minute "class" per week per semester. A "class" may take the form of a tutorial, laboratory, lecture, seminar, or practice according to the requirements of a particular departmental programme. A student is qualified for a degree after the successful completion of a programme of studies offered by a department. To graduate from the University, a student must successfully complete the number of credit hours as described and acquired in the Programme of the Department.

**Degrees offered**

The eight Departments of the University of Macedonia award degrees equivalent to a four-year B.A. in their respective fields. A minimum of
eight semesters (four years) is required for graduation.

Most of the courses are compulsory but there is also a wide variety of options. Students are allowed to take courses offered by other Departments. Foreign language courses should be taken in four or six Semesters. Students may choose from a variety of foreign languages (English, French, German, Italian, Turkish, Spanish, Russian, e.t.c.) depending on the academic orientation of each department.

Twelve interdepartmental post - graduate programmes are offered https://www.uom.gr/en/postgraduate leading to M.A., M.B.A. or M.I.S degrees. The duration of studies is four semesters (two years). Graduates of the University of Macedonia and other Universities can register to these programmes following an entrance examination. Good knowledge of English is a prerequisite.

Doctorates are awarded by each Department upon the completion of a dissertation and successful oral examination.

**Grading System**

The grading system is numerical, from 1 to 10. The final grade point average of all courses will be recorded on the degree according to the following classification scheme

"Excellent" (8.5-10),
"Very Good" (6.5 or more but less than 8.5) and
"Good" (5 or more but less than 6.5).

**Academic year**

The academic year starts on September 1st of each year and ends on August 31st of the following year. Each academic year is divided into two semesters. Each semester consists of at least 13 full weeks of classes and two weeks of examinations. The fall semester starts on October 11th and ends on January 21st. The spring semester starts on February 21st and ends on June 3rd.

**Examinations**

Examinations for the first, third, fifth and seventh semesters are held in January (1st examination period) and September (2nd examination period) and for the second, fourth, sixth and eighth semesters in June (1st examination period) and September (2nd examination period).

**Scholarships**

Traveling scholarships and grants are available under the EU ERASMUS+ and LINGUA programmes. Students in Higher Education who have been awarded travelling scholarships within the framework of the European Union programmes of bilateral exchange programmes, may pursue their studies at corresponding institutions in other EU countries provided that the General Assembly of their own department has established the compatibility of the course of studies between the sending and the receiving institution. The duration of this period of studies abroad must not exceed one academic year, and under the above conditions corresponds to a full academic year of studies at the student’s
home institution..

**Student mobility**

The European program ERASMUS+ provides students with the Board of Education and Social Policy mobility grants for studies or practical training. The mobility grants allow the students to do part of their studies — from 3 to 12 months — at a co-European Institute. They can also carry out their practice in an enterprise or organization abroad.

Students of the Department of Educational and Social Policy who have completed a year of studies and meet the requirements according to the syllabus may participate by submitting their application to the Secretariat of the Erasmus Administrative Officer. The students deserve the scholarship if they have collected at least 10 ECTS credits at the receiving institution.


Panagiotis Varsamis, Assistant Professor, Academic coordinator of the Department of ERASMUS+ (tel.2310891360, email: varsamis@uom.edu.gr)

Katerina Notaridou, Administrative coordinator of the Department for outgoing ERASMUS+ students, (tel. 2310-891388, email katnot@uom.edu.gr).

Anita Tsampazi, Administrative Coordinator of the Department for incoming ERASMUS+ students, (tel. 2310-891386, email anita@uom.edu.gr)
THE PROFILE OF THE DEPARTMENT OF EDUCATIONAL AND SOCIAL POLICY

Quality policy of the undergraduate study program

The Department of Educational and Social Policy invariably implements an Undergraduate Program Quality Policy designed on par with the most current developments as postulated globally within both Education and Labor Markets. Owing to this policy, the Department, over its twenty-plus years of academic operation, has achieved high standards of required qualifications provided to its graduates so that they can successfully address the needs and demands of the fields of Special Education and Adult Education. In effect, the Department of Education and Social Policy has been acknowledged and established among all stakeholders and parties as it has been involved in a multitude of challenges and actions undertaken within these two domains of critical social significance.

The goals of the Department are:

1. To advance the disciplines of Lifelong Learning, Adult Education, as well as of Special Education for Individuals with Physical and/or Learning Disabilities and Special Educational Needs, through academic and applied teaching and research, optimal use of new technologies, and with due respect to the principles of cross-cultural education.
2. To provide its students with educational and teaching/pedagogical proficiency.
3. To equip graduates with knowledge, skills and competences for their successful scientific, professional career and development to be grounded in.

The Department of Educational and Social Policy adopts the Quality Strategy of the University of Macedonia, which constantly serves the community and the economy at the local, regional, and nation-wide as well as combined levels, through fostering the sciences and opening up its academic array to a broader disciplinary scope of economics, social and educational sciences and the arts. The department by definition pursues excellence along the lines of social sensitivity and inclusion, while cultivating an all-encompassing sense of education and culture within a dynamic and rapidly changing global environment. Quality Assurance procedures and goal-setting, recorded in the University’s Quality Handbook, undergo departmental case-by-case customization, whereby relevant, appropriate, or applicable, in collaboration with the University Quality Assurance Unit. All departmental Quality Assurance procedures are subject to review and revision held annually by the Internal Evaluation Committee and in collaboration with the Institution’s Quality Assurance Unit.

An annual evaluation report is drawn up based on the compilation of statistical data facilitated by the department secretariat. According to the Hellenic Agency for Quality Assurance and Accreditation, the Internal Report is a recurring participatory process reflecting and recording the current departmental state overall, featuring its strengths and weaknesses, formulating a judgment on the quality of performance
against preset criteria and indices of common consent and general agreement. The intended objectives of the Policy are in particular as follows:

- Demonstrating a well-Informed factual account of the Department’s academic, scientific and social activities.
- Monitoring and refinement of services offered to the entirety of the Institution’s academic community by Department Members, be they teaching, research, technical and administrative personnel.
- Identifying areas in need of improvement and specifying reparative course of action.

By means of its bodies, boards and committees including the Internal Evaluation Committee (IEC) or the Board of Curriculum Design or the Erasmus+ Committee, the Department of Educational and Social Policy develops and implements suited quality assurance procedures applicable to its available services. In particular, as regards the inner workings of the IEC, as specified by rulings made by the Department General Assembly, the procedural components include:

A. End-of-semester standardized course-assessment questionnaire completed by enrolled students, and subsequent data processing.
B. Self-Inventory bulletin and taught-courses inventory bulletin completed by Research and Teaching Staff, and subsequent data processing.
C. Inventory of academic and research work, infrastructure, and assistive to administration personnel, and subsequent data processing.

Overall, the Department strategy involves the appointment of committees assigned to process an array of topics particular to the operation of the Department; such committees may include the Study Guide Committee, the Curriculum Committee, the Erasmus+ Committee, the Practicum Committee etc. For instance:

- The Curriculum Committee, on a yearly basis, updates the Undergraduate Study Program and monitors curricular course modifications in its advisory and assistive capacity. Hence, the Undergraduate Study Program is kept up-to-date pivoting on applied academic teaching, research and inquiry. In updating the program, the committee takes into account developments in scientific literature related to the department’s subject-specific interests, interdisciplinarity and emerging cutting-edge fields. It also keeps track of related studies at academic institutions both domestic and international.
- The Erasmus+ Committee commits itself to reinforcing Erasmus mobility; the Committee informs students of the prospects and supports them in pursuing the opportunities for study and/or internship at partner institutions abroad.

It is by decision of the general assembly that committees are appointed, whereby all Department members, i.e. Teaching and Research Staff, Special Technical Laboratory Staff, Special Teaching Staff, Administrative Staff, are involved and are assigned tasks within the scope of their work responsibilities respectively. For example, a member of the Teaching and Research Staff, one of the Special Technical Laboratory Staff and one of
the Administrative Staff comprise the synthesis of the Study Guide Committee.

The target outcomes stemming from the Quality Policy of the Department are:

1. High quality of studies into foundational and applied disciplinary knowledge specific to the field of the Department (in compliance with the European and National Qualifications Framework), embedded in the spirit of humanism and solidarity especially towards target populations in need of special education and adult education expert pedagogical services.

2. High quality educational process in the context of a student-centered approach ultimately looking to empower the students’ successful transition to the labor market.

3. Customization of the educational process and field-of-study content to the specifications of the ever-changing scientific landscape of Special Education and Adult Education.

4. High quality research, its dissemination to the community and society alike, followed by its impact assessment.

The objectives towards meeting the Quality Policy target outcomes are:

1. Academic focus-on-quality, active student participation in scientific, research and social actions led by the Department.

2. Compulsory student internship in Special Education School Units and Adult Education sectors.

3. Program customization to the latest findings related to either one or both specializations of the Department and subsequent curricular course supplements.

4. Academic publications of the Department faculty, in distinguished Greek and global scientific journals as well as encouragement of student participation, mainly postgraduate and doctoral, in conferences and student involvement in research projects encouraged by the Department.

5. Department support for the participation of its faculty in national and international research conferences and / or projects.

6. Collaboration between faculty members and organizations (special schools, adult education agencies, etc.) as well as social, cultural and productive agencies.

7. Social contribution, for example in the form of public speeches delivered by the faculty to the community and the media addressing issues examined within the academic expertise of the department.
TEACHING STAFF OF THE DEPARTMENT

The Department was established by the Presidential Decrees 267/93 and 391/95 (published in the Governmental Gazette No. 217/25-10-95). The first students were admitted to the Department in September 1997.

Chairman of the Department: Konstantinos Papadopoulos, Professor.

<table>
<thead>
<tr>
<th>No.</th>
<th>Name and Faculty</th>
<th>Subject</th>
<th>Room</th>
<th>Tel.</th>
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<tbody>
<tr>
<td>1.</td>
<td>Anthony Montgomery Jude Professor</td>
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<td>3.</td>
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<tr>
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<td>6.</td>
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<td>9.</td>
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<tr>
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<tr>
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<tr>
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### LABORATORY TEACHING STAFF

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<tr>
<td>1. Marianthi Karatsiori (Educational leave for the spring semester)</td>
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### LABORATORY TECHNICIANS

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### SECRETARIAT

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<tr>
<td>1. Evdokia Papanikolaou</td>
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### The Objectives of the Department:

1. To enhance the development of
   (a) lifelong learning and adult education,
   (b) education and training of people with disabilities or special educational needs through academic and applied teaching and research and sufficient use of the new technologies as well as under consideration of the principles of intercultural education.

2. To contribute to the planning, development and evaluation of institutions & structures of educational policy.

3. To provide graduates with the appropriate knowledge, skills and attitudes for a successful educational and career development.
The Bachelor’s Degree and the Majors

The Department awards one degree, which is distinguished into the following majors:

a) Major of the Continuing Education
b) Major of Education of People with Special Needs

The students who have entered the department opt for either major at the end of the 2nd semester of their studies.

The first major aims to educate students so as to acquire such knowledge and experience that will enable them to become specialized in Continuing Education. The second major aims for the training of specialized educators for people with special needs. The shortest period of study which is required for the award of the degree is eight (8) semesters.

The curriculum comprises two periods of studies of one or three academic years respectively. The first period of studies is common for all students. During this time period the courses taught relate to both majors and refer to modules such as pedagogy, psychology, sociology, philosophy, the teaching of special fields, informatics and new technologies as well as statistics. The second period of studies includes the major courses.

Within the major of “Continuing Education” the courses taught focus on the necessity and the development of the institution of continuing education not only in Greece but also worldwide. In addition, there is reference to themes and goals of continuing education, the role of international organizations as well as the structure and organization of the continuing education centers. The students become specialized in issues such as training of adults, planning and evaluation of programs for vocational training and learning.

The students of the major of “Training of People with Special Needs” receive training in issues referring to diagnosis, prediction, prevention and therapeutical intervention to children/people with special educational needs and impairment. Students are taught courses which refer to groups of children with special educational needs and impairment: special learning difficulties, mental retardation, speech and communication disorders, visual and hearing impairment, autism/pervasive developmental disorder, behavior problems and emotional disorders (perceptual motor disorder/psychomotor disorder) etc.

During the last semesters of their studies students of both majors have to participate in the program of practical training, which takes place either in settings for adult training or in institutes of special education. Finally students can have the option of delivering a degree thesis, which is an empirical research or a composite study referring to one of the modules of the Department.
Prospects and employment of the graduates of the Department

Major “Continuing Education”

1. According to the Law 3699/2008 (Governmental Paper 199/2-10-2008) “Special Education and Training of people with impairment or with special educational needs”:

The graduates of the major “Continuing Education” are typically qualified so as to be appointed in the initial rank for the holders of the university degree (72) (Educators for Adults). “These educators are appointed or transferred permanently or temporarily to the Laboratories for Special Vocational Training. They are employed for the realization of education programs and training of adults with or without impairment and special educational needs, which are planned and delivered by the General Secretariat for Life Long Learning or by any other official state institute having the responsibility for planning and delivering equivalent programs”.

2. The main professional duties of the graduates of the major “Continuing Education” are the study, planning, structure, implementation and evaluation of education programs and adult training as well as the vocational training of adults. They also have specialized skills in new technology and administration of centers for adult education. The graduates of this major, having specialized educational knowledge, can be employed – either independently or in cooperation with other scientists- in the public and private sector a) a head educator and trainer or education counselor and b) employment counselor or/and career counselor.

More specifically they can be employed in the following positions:

- All ministerial services and organizations which refer to Life Long Learning
- Programs for adult education and training (i.e. in Centres for Vocational Training, Centres for Adult Education, etc).
- Organizations, which deal with vocational orientation or the employment and both the vocational as well as the social integration of vulnerable social groups
- Institutes for Vocational Training
- Studies for planning and implementation of business programs for vocational training and adult education and especially new technologies

Major “Education of People with Special Needs”

The employment rights of the graduates of the specific major have been consolidated by the Law 3699/2008 (Governmental Paper 199/2-10-2008) “Special Education and Training of people with impairment or with special educational needs” and the relevant modifications of the Law 3966/2011 (Governmental Paper 118/2424-5-2011) article 56, paragraphs 1 & 2:

The graduates of the major “Education of People with Special Needs” are
typically qualified so as to be appointed to the initial rank for the holders of the university degree (71) (Teachers of Special Education and Training). “These educators are appointed or transferred permanently or temporarily to elementary schools of Special Education and Training, in integrative classes in elementary schools and in programs of simultaneous support or provision of home schooling. They can also be transferred temporarily in order to cover potential needs in the Laboratories for Special Vocational Training. In addition, when they have acquired a three-year experience in those laboratories they can be transferred permanently or temporarily to positions in the Centres of Diverse Diagnoses and Support of Special Educational Needs.

The graduates of the major of “Education of People with Special Needs” have the scientific possibility to be involved with the education of people with special needs in the state and private sector as specialized personnel in special education based on the development of educational technologies. Simultaneously the main professional duties that a specialist for diagnosis, evaluation, counseling and program planning might perform are as follows:

- the evaluation of children/ people with special educational needs and impairments and
- the planning, the implementation of educational programs for the enhancement of academic, social, communicative and motor skills

C. Additionally, the graduates of the Department of Educational and Social Policy can have equal appointment opportunities with those who are holders of a university degree in Sociology (78); (article 29 of the law 4521/2018 - Governmental Paper 38 A).

**Structure of the Course of Studies**

- The courses offered in the common core of studies and the two majors are either compulsory (C), compulsory elective (CE) or elective (E)
- Compulsory courses (C) are the courses that all students of the Department have to attend and to pass. Students who fail to pass a C course have to try again next year, until they succeed.
- Compulsory elective courses (CE) are the courses that students have to select out of specific categories of subjects. If students fail to pass a CE course, they can either attend it again when it is offered, or replace it with another CE course.
- Elective (E) courses can be selected from the other Departments of the University or from the other major of this Department, according to students’ personal interests, and they are not included in the previous two categories of courses (C and CE). Students who fail to pass an E course can attend it again when it is offered, or replace it with another E course.
- All courses are taught for 3 hours per week and are worth 5 ECTS, except for the language courses which are worth 3 ECTS, i.e. 12 ECTS in total for the four courses offered in the course of studies. Also, 3
ECTS are awarded to the courses of “Sign language practicum I, II, III, IV,” “Workshop in psychomotor education and learning”, “Assistive technology laboratory”, “Workshop on dealing with specific speech disorders” and “Practical Courses for Braille”.

**Practicum**
According to the Course of Studies, students of 7th and 8th semester of both Majors have to attend Practicum I and Practicum II which are compulsory courses of the fall and spring semester, respectively. Each Practicum course is worth 12 ECTS.

The Practicum takes place in institutions, schools and units that provide adult education and special education. Students participate in the program for two days a week, following the schedule of the institution or the school unit. The minimum duration of the Practicum is 26 visits per semester (paired with the 13 teaching weeks).

Eligible for the Practicum are the fourth-year students who have met the prerequisites (courses and number of credits, as mentioned in study guide). Faculty members are responsible for supervising and evaluating the students during their Practicum.

**Thesis**
Thesis is an extensive research work on a theme or a subject related to the student’s major of studies. It can be either a synthetic or an empirical study and is to be prepared individually. Thesis is optional and, in terms of workload, equals to 3 CE courses.

**DEPARTMENT LABORATORIES OF THE DEPARTMENT OF EDUCATIONAL AND SOCIAL POLICY**

<table>
<thead>
<tr>
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<th>Director</th>
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<td>304/15.2.20 16 issue B’ (Government Gazette)</td>
<td>Hariklia Proios</td>
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<td>[<a href="https://www.uom.gr/en/esp/laboratory-of-theoretical-and-applied-">https://www.uom.gr/en/esp/laboratory-of-theoretical-and-applied-</a></td>
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<td>Laboratory of Accessibility and Support of Individuals with Disabilities</td>
<td>263/24-2-2015 issue B’ (Government Gazette)</td>
<td>Konstantinos Papadopoulos</td>
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<td>4630/28.12.2017 issue B’ (Government Gazette)</td>
<td>Nikolaos Fachantidis</td>
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**Laboratory of Theoretical and Applied Neurosciences**

**Director: Hariklia Proios, Associate Professor**

The Laboratory of Theoretical and Applied Neurosciences was officially established by Government Gazette V.B'No. 304/15.2.2016, decision 2528. For reasons of historical accuracy, the proposal for the establishment of the Laboratory of Theoretical and Applied Neurosciences had been originally submitted to the General Assembly of the Department of Educational and Social Policy on July 4th 2003, by the Laboratory Head, Professor Lazaros Triarchou. The Laboratory is in close cooperation with the Master’s Program in Neuroscience and Education (No. 107420/B7, Government Gazette V.B’ 1951/18.7.2014), which is also coordinated by professor and former head (2005-2009) of the Department of Educational and Social Policy, Lazaros Triarchou.

The aim of the Laboratory is integrated research and education in the field of Fundamental and Cognitive Neurosciences, particularly on the levels of theory and synthesis. Basic research involves organization and structural cell architecture of the cortex human brain hemispheres (i.e. gray matter), neurobiology of the cerebellum, developmental behavioral foundations, neural theory, conceptualization in brain sciences and in the contemporary fields of Neuromusicology, Neuroeducation and Neurophilosophy.

Throughout its formal operation, the Laboratory has been reported in journal publications as affiliated with the University of Macedonia.
Such publications, inter alia, include “Frontiers in Neuroanatomy” (#1 most cited and #1 largest open-access publisher in the category of Neurosciences) and “Frontiers in Psychology” (#1 largest and #2 most cited Psychology journal), with up to 1000 readings internationally. Links:


The Laboratory has established international collaborations with the following universities and institutes: Hamburg-Eppendorf, Utrecht, Birbeck London, Boston, Johns Hopkins, McGill and Max Planck Institute for Human Cognitive and Brain Sciences Leipzig. It is internationally reputed, a fact evidenced by 3,000-plus citations found in academic literature worldwide. Further, Research Gate notification, “You were the most read author from your department”, appears on a weekly basis.

The work related to the cortex of the of the cerebral hemispheres is cited in publications authored by the following universities: Oxford University, Utrecht, Nijmegen, Imperial College London, Wellcome Institute of Neurology, Human Brain Project Lausanne, Harvard Medical School, Yale University, Washington University, University of Minnesota, Emory University and Allen Institute for Brain Science; and in the following journals: Brain, NeuroImage, Nature, Philosophical Transactions of the Royal Society, Journal of Neuroscience and The Neuroscientist. The work related to the neuronal theory is cited by Professor Erling Norrby of the Institute of Karolinska, who has been a member of the Selection Committee for the Nobel Prize in Medicine for twenty years, in his volume Nobel Prizes and Notable Discoveries.


Updated list of publications available online at:
Laboratory of Accessibility and Support to Individuals with Disabilities

Director: Konstantinos Papadopoulos, Professor

The mission and aims of the “Laboratory of Accessibility and Support to Individuals with Disabilities” are as follows:

1) Addressing teaching and research needs of the Department of Educational and Social Policy of the University of Macedonia at both undergraduate and postgraduate levels and especially in matters that fall within the activity scope of the distinct Units of the Laboratory, as identified in article 1 of the document herein.

2) Supporting the studentship and attendance of individuals with disabilities at UoM.

3) Establishing any form of collaboration with researchers, research centers, academic institutions or other domestic or foreign agencies, provided that they share common, aligned, and complementary scientific goals with those of the laboratory.

4) Establishing any form of cooperation with public sector bodies, local governance organizations, scientific and social bodies, entrepreneurial agencies as well as international organizations or associations with a view to implementing actions which fall into the interests of the laboratory.

5) Establishing cooperation with other Universities and Research Centers/Institutes in order to initiate and exchange novel research and innovative ideas.

6) Developing and implementing research projects and carrying out of fundamental and applied research.

7) Organizing scientific workshops, lectures, seminars, symposiums, conferences and other scientific events as well as producing publications and editions and inviting distinguished Greek and international guest scientists.

8) Servicing various social and educational needs and matters related with the laboratory subject-specific scope and upon specific request.

9) Working with Special Needs and Disabilities Individuals’ associations and agencies to share material, equipment, experience and know-how.

10) Doing autonomous or collaborative research into societal attitudes, perceptions and convictions held towards people with disabilities and overall individuals belonging to any vulnerable population group whatsoever.

11) Developing and implementing educational programs and offering consultation services regarding accessibility, special training and rehabilitation of people with disabilities.

12) Providing scientific support to the Accessibility Unit at the University of Macedonia.
13) Disseminating research outcomes to the general public on subjects relatable the Laboratory’s field of study.

14) Editing and publishing, printed or digital, subscription or non-subscription, scientific or informative journals within the Laboratory’s field of study.

15) Ensuring provision of services to individual citizens and/or any organization and agency, as provided by relative legislation.

Laboratory Webpage: https://asdlab.uom.gr

Laboratory of Informatics and Robotics Applications in Education and Society – LIRES

Director: Nikolaos Fachantidis, Associate Professor

The Laboratory of Informatics and Robotics Applications in Education and Society – LIRES (Government Gazette Issue B ‘4630 / 28.12.2017), of the Department of Educational and Social Policy, focuses on teaching, research and scientific needs related to state-of-the-art applications of Informatics and Robotics in Education and Society. The research areas of the laboratory are: Human-robot interaction, design of robots, development prototypes of robotic entities for social support applications (Socially Assistive Robotics) based on stakeholders’ needs, educational robotics, utilization of robotic technologies in the development of skills and strategies, digital transformation for Sustainable Development Education, etc.

LIRES members (members of PAMAK and other universities, PhD candidates and external researchers) implement national and European projects, with publications in scientific journals / conferences and awards in international competitions. It is a multidisciplinary group, consisting of Engineers, Psychologists, Teachers, Architects, Social Scientists and STEM experts. LIRES is well-equipped in infrastructure, software, and material for the development of robotic components, robotic systems, and robotic system technologies. In addition, with continuous participation in competitive research and development programs, funded by the EU, the G.G.E.T and industrial partners, LIRES has an excellent know-how in a wide range of objects, from design and implementation of robotic systems, with social, pedagogical, and industrial character.

As part of the STIMEY program - Science Technology Innovation Mathematics Engineering for the Young (HORIZON2020 H2020-SEAC-2015-1, Grant Agreement number: 709515), the LIRES laboratory designed and developed two social interaction robots to support students in STEM objects. One of the LIRES robot prototypes, won third place in the IDA2018 (Los Angeles) international competition in the educational technology category. The Daisy robot, developed for educational applications for people on the Autism spectrum with the aim of acquiring social skills, has won the TELLUS 2015 award for innovative technologies in education (Paris 2015). The workshop, by invitation, participated in the exhibition "Tech for Social Good" held at the European Parliament (November 2018), the first national mission of Greece at CES Las Vegas (January 2019), at TIF 2018, etc.
The LIRES laboratory supports the Postgraduate Program "Sciences of Education and Lifelong Learning" in the implementation of research with the development of technological and software components:

- Development of an application in the NAO robot for the support of patients in the outpatient clinics of a pediatric clinic,
- adults in learning the Pontic dialect
- COVID-19 distance learning applications with university students
- Development of an application to the Daisy robot to support students on the Autism spectrum for research in schools

The LIRES laboratory also supports social actions in collaboration with services and social organizations. At the same time, it collaborates with the Robotics Academy of UoM, whose courses are attended by students of all ages throughout Greece.

Available equipment / Infrastructure to be used in the project:

The laboratory has:

- 3 humanoid robots NAO Aldebaran, 2 Pepper Softbank Robots
- A student Social Support Robot in STEM: STIMEY robot
- Social Support Robots for people on the Autism spectrum: Margarita
- Social Interaction Robot: Pleo robot Dinosaur
- 2 state-of-the-art dual-head 3D printers for printing robotic mechanical parts: Sigma R19 BCN3D
- Industrial 6 degree freedom arm: Racer 3 COMAU.
- Training robotics set: EV3
- Arduino automation and training robotics set

Email lires.lab@uom.edu.gr
Laboratory Webpage: http://lires.uom.gr/

Laboratory of Autism

Director: Christine Syriopoulou, Associate Professor

The Laboratory of Autism - Developmental Spectrum Disorders and Behavior Difficulties of the Human of the Department of Educational and Social Policy of the School of Social Sciences, Humanities and Arts of the University of Macedonia, which serves educational and research needs in the field of Autism- Developmental Spectrum Disorders and Behavior Difficulties, was established with the Government Gazette No. Page 1882 / 11-5-2021 Issue Two.

The mission of the laboratory is:

1. The coverage at undergraduate and postgraduate level of the teaching needs of the Department of Educational and Social Policy of the University of Macedonia in the above subjects.
2. The development of research activities and the conduct of related studies in the above areas of activity (https://www.researchgate.net/profile/Christine-Syriopoulou-Delli).
3. The organization of scientific lectures, workshops, seminars, symposia, conferences and other scientific events, the realization of publications and publications and the invitation of Greek and foreign recognized scientists and other personalities.

4. The cooperation of any form with other academic institutions and research centers and institutes, Greek or foreign, as long as their scientific goals coincide or complement each other with those of the laboratory in a spirit of reciprocity and collectivity.

5. Cooperation with public sector bodies (such as the Ministry of Education), local government organizations, scientific and social bodies, as well as international organizations and organizations, to contribute to the submission of proposals for the study and development of alternative methods of solving problems belonging to research interests of the relevant laboratory.

6. The provision of services to individuals and to any legal form of organizations according to the provisions of p.d. 159/1984 (AD 53).

https://ergasterio-autismou---diachyton-anaptyxiakon-diatarachon-kai-te.webnode.gr/
https://www.uom.gr/esp/ergasthria-tmhmatos

Laboratory of Studies, Applications and Interventions in Communication and Deafness

Director: Areti Okalidou, Professor

The Laboratory of Studies, Applications and Interventions in Communication and Deafness has been recently founded (Article 2043/19-5-2021), covering scientific topics, research interests and training needs in the fields of Communication Disorders and Sciences, and Deafness.

It consists of the following Units:
A. Unit of Speech-Language Pathology
B. Unit of Deafness and Psycho-Educational and Social Support and Empowerment of Individuals with Hearing Loss
C. Unit of Career Skills and Professional Development

Scope and aims
b. To foster research, training and scientific innovation in domains relevant to Communication Disorders and Deafness
c. To design and implement programs for prevention, detection, assessment, intervention, educational support and counseling for individuals with communication disorders and/or hearing loss.
d. To develop applications for information and communication technology for supporting students with hearing loss.
e. To design, develop, improve and assess technologies of diagnosis, assessment, support and (re)habilitation of individuals with communication impairments and/or hearing loss.
f. To develop standardized tests for communication disorders, auditory assessment and speech/language norms for Greek-speaking populations.
g. To disseminate information and raise public awareness in the fields of communication disorders, Deafness and hearing loss.
h. To establish collaborations with local, national and international organizations, non-profit enterprises and innovative networks.
i. To organize conferences, seminars and other events and implement expert mobility
j. To deliver services relevant to communication disorders, Deafness and counseling.
k. To create peer support systems at the University of Macedonia for students with hearing loss
l. To launch a scientific dialogue via an online community for the educational support of students with hearing loss and the Deaf in higher education.
m. To support professional and inter-professional development of specialties working with individuals with communication problems and/or hearing loss, and assist individuals with communication problems and/or hearing loss in transitioning from school to the job market and in developing life skills.

Laboratory of Applications for the Educational and Social Inclusion of individuals with learning and adaptation difficulties (LAESI)

Director: Ioannis Agaliotis, Professor

The Laboratory of applications for the educational and social inclusion of individuals with learning and behavior difficulties (LAESI) pursues instructional, research, and scientific aims and objectives in the domains of educational and social inclusion of individuals presenting learning and adaptation difficulties. LAESI includes the following Research Units:

a. Unit of Effective Instruction, Differentiated Programs, and Responsiveness to Intervention, which focuses on the: (1) production of tools and creation of procedures for the effective ecosystemic assessment of students, environments, and programs, in the context of combating learning and adaptation difficulties, (2) development of effective instructional programs for the promotion of educational and social inclusion, (3) specification of practices for the support of Responsiveness to Intervention, (4) evaluation and re-organization of general education programs of studies on the promises of Universal Design and Differentiated Instruction, (5) elaboration and implementation of Individualized Educational Programs for students with Mild Disabilities, and (6) elaboration and implementation of Individualized Educational Programs for Gifted and Talented students.
b. Unit of Support of Self-determined Behavior and Learning, which focuses on the: (1) independent and autonomous living, (2) quality of life, (3) transition to adult life and use of public services, (4) systems of support for the enhancement of social capital, and (5) self-advocacy of teenagers and young adults presenting intellectual and developmental disabilities.

c. Unit of Social Inclusion through Art, which has as main axis the Festival “Reflection of Disability in Art” (RoDiFestival), and includes the structural parts: (1) Art as means of expression, creation, and social inclusion, (2) volunteering as process of mutual acceptance between people with and without disabilities, and (3) leisure time activities as a field of activities for promoting social inclusion.
## CORE COURSES

### 1st SEMESTER

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<td>2. Introduction to Special Education</td>
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<td>4. Introduction to Pedagogy</td>
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<td>5. Educational Psychology</td>
<td>Giannouli</td>
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<td>6. Introduction to Multicultural Education</td>
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<td>Papadima</td>
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<td>3. Introduction to Adult Education</td>
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<td>4. Philosophy of Education</td>
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<td>5. Information Technology II: Fundamental Principles of I.T. (Information Technology)</td>
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<td>6. Legislative framework and European employment policies for people with disabilities</td>
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### AREAS OF SPECIALIZATION

**“MAJOR IN SPECIAL EDUCATION”**

#### 3rd SEMESTER

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<td>2. Applied Statistics for the Social Sciences</td>
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<td>Koustriava</td>
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<td>4. Cognitive rehabilitation for people with disabilities</td>
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<td>5. Developmental Psychology</td>
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<td>6. Education of Students with specific learning difficulties/learning disabilities in the general school and in special education units</td>
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<td>7. Workshop in psychomotor education and learning</td>
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<td>8. Education of individuals with behavior difficulties</td>
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<td>9. Sign Language Practicum I</td>
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<td>10. Supervision and organization of special education and rehabilitation programs</td>
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<td>3. Information Technology III: Educational applications of informatics</td>
<td>Lefkos &amp; Fachantidis</td>
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BRIEF DESCRIPTION OF COURSES

CORE COURSES
(1st and 2nd SEMESTER)

1st SEMESTER

Course: Information technology I: Introduction to computers
Instructors: Nikolaos Fachantidis, Associate Professor & Ioannis Lefkos, Laboratory Teaching Staff

General purposes of the course:
- Introduction to New Technologies.
- Introduction of the fundamental principles of function and the use of computers and information systems.
- Working with Windows, Word processing and Spreadsheets.
- Searching Documents electronically, using the Internet (e-mail, e-lists, navigation etc.).

Course: Introduction to special education
Instructor: Lefkothea Kartasidou, Associate Professor

This course introduces the field of Special Education according to the international and national legislation. Main aim is to present a historical retrospection of the social context towards the individuals with special needs and disabilities. The learning and behavioral characteristics of students with special needs and disabilities will be introduced and different case studies will be discussed (i.e. mental retardation, visual and hearing impairment, physical disability etc). In order to understand the role of special education it is of great interest to approach the meaning of differentiation and the functionality of the government mechanism that reflects the introduction of the community. Special attention will be given to the image of individuals with special needs and disabilities the way it is sketched out in the Greek society today. The course will focus on the following topics:
- Historical review of Special Education
- The medical, psychological, educational and social dimension of disability.
• Social and legislative of Special Education
• Diagnosis and Assessment
• Structure and function of Special Educational Settings in primary and secondary education
• Family of children with special needs and disabilities: support systems and counseling
• Basic principles of special education

Introduction to the education of individuals with mental retardation, visual disability, physical disability etc.

Course: Career guidance and counseling: Field, theory, methodology
Instructor: Ioanna Papavassiliou, Associate Professor

Learning Objectives:
The general objective of the Course “Career Guidance and Counselling (CGC)” is acquiring knowledge, skills and attitudes/behaviors regarding the field of CGC, which are necessary for students to fulfill their counselling role in both Adult and Special Education. More specifically, after the Course is completed, students will be able:

I. to know and comprehend:
   ▪ the inter-scientific field of CGC
   ▪ career development theories and explanatory models
   ▪ usual methodologies in guidance and counselling intervention
   ▪ the professional profile of a career counselor

II. to acknowledge and describe the basic elements of CGC theories
   ▪ to discern various methodological approaches
   ▪ to simulate various methods of guidance and counselling intervention

III. to accept the value, importance and necessity of CGC in both education and training as well as in employment
   ▪ to be assertive and enhance the use of CGC services for all target groups.

Course content:
This is an introductory Course to the inter-scientific field of Career Guidance and Counselling. Teaching methods include enriched lectures and participatory techniques so that students can acquire necessary knowledge, skills as well as attitudes and behaviors regarding their counselling role in Education for adults and people with disabilities. The following subjects will be discussed:

• The CGC Field: Definition, Objectives, Forms, Principles
• Theoretical framework of Professional Development and Career Counselling
• Axes of Action in CGC: Self-awareness, Informing, Career Decision making, Transition
• Methodological approaches: Individual and Group Counselling Intervention
• CGC and IT
• CGC in Greece: over time development and current trend
• Career Education: importance, institutions, implementation, challenges
• Counselling network and its services
• The professional profile of the career counselor: education, employment, roles

Course:  **Introduction to pedagogy**  
Instructors: **Marianthi Karatsiori, Laboratory Teaching Staff**  
The course aims to familiarize students with the following themes which concern education in general:
• Milestones in the historical development of education in Greece
• The issue of literacy in modern times
• The teacher's role in the 21st century
• Basic principles and concepts of educational science
• Modern teaching methods
• School Pedagogy
• Management and leadership models in education
• Intercultural Communication in multicultural classes
• The educational project and the indicators quality
• The role of evaluation in the process of teaching and learning

Course:  **Educational psychology**  
Instructor: **Vasiliki Giannouli, Assistant Professor**  
Educational psychology is the branch that brings together two scientific fields - education and psychology. Educational psychology is interested mainly in the practical application and implementation of the psychological methods to the various processes of learning and teaching. The main objectives of the course are: the definition of the Educational Psychology, the description of its aims, the understanding of its main concepts, issues and claims. By the end of the course the special educators should acknowledge the important issues that contemporary educational psychology is discussing.
• Organizational issues and enrichment of the knowledge about the field of the Educational Psychology
• The concept of cognitive and social development in infancy, in first and middle school age (special emphasis would be given on the
programs existing and putting in practice in the education field)
- Differences ‘between and within students’ (how culture can influence
  the teaching methods and the learning process per se, how the social-
  economical status, the nationality, the sex, the life experiences, the
  second language can exert major influences in the process of
  learning)
- Behavioral theories of learning (what is their impact on our
  understanding of the learning process)
- Information processing theories and cognitive theories of learning
- What is considered as ‘an effective lesson’
- Student-centered and constructive processes of teaching
- Accommodating the teaching methods in order to be more adjusting
  to students’ individual needs
- Incentives - motives and how these can form an effective learning
  environment
- Evaluation of learning process with the use of typical and atypical
  methods

Course: **Introduction to multicultural education**
Instructor: **Irini Gouleta, Associate Professor**

Learning outcomes: Students, after attending the course, will be able to
understand intercultural education by focusing on the historical,
sociological and philosophical bases of education, the role of nationality,
language, social class, equal educational opportunities for all pupils,
social justice in teaching, learning and the education system. Furthermore,
they will be able to refer to and explain the characteristics
of multicultural societies, the dimensions of otherness, identity, the
process of creating stereotypes, prejudices and racism in society and
school, highlighting cultural differences and otherness in values, through
experiential learning to emphasize tolerance and acceptance in what is
foreign and unknown to them. The approach will discuss ways to
overcome ethnocentrism in order to use creatively and strategically in the
classroom the diverse students’ identity concepts of culture, otherness
and multiculturalism for the introduction of innovations and the
improvement of their teaching work. This will help them successfully
manage a multilingual/multicultural class by acquiring the necessary
theoretical knowledge in the subjects of bilingualism and bilingual
education and using the appropriate pedagogical and teaching strategies,
to contribute in practice to the prevention and elimination of xenophobic
and racist perceptions, and attitudes in the school and the broader social
context. The students will be able to understand the issues that are
emerging in the classroom due to the diverse characteristics of students
and families who belong to national minorities and immigrant and
refugee groups. They will study educational models of management of
otherness in the school environment and good instructional practices of
managing diversity in the classroom.
Course content: The content of the course is structured in the following sections:

Section 1: Presentation of the problematic and individual thematic modules – students' expectations from the course
Section 2: Bilingualism, multilingualism, multicultural education
Section 3: Social Transformations: The dimensions of social heterogeneity with the introduction to the concepts of racial, cultural and national differences.
Section 4: Theories of otherness. The notion of 'identity' and 'difference'
Sections 5 and 6: National minorities in Greece
Section 7: The management of otherness
Sections 8 and 9: Intercultural communication in education
Sections 10 and 11: The intercultural competence of the teacher
Section 12: Good multicultural education practices in Greece and the world
Section 13: Course Overview-Course syllabus for exams – Suggestions for improving the course

Course: Sociology of education
Instructor: Genovefa Papadima, non permanent teaching staff

The course is an introduction to Sociology of education. Its basic aim is to familiarize students with the fundamental principles and concepts of the field as well as with the various educational problems addressed by the field. In particular, the course aims to render students capable of

▪ understanding the conceptual field and recognize Sociology of education as a distinct educational science,
▪ becoming familiar with the theory and methodology of the field and
▪ recognizing the significance of the field for both school practice and the analysis of the wider educational reality.

Course description: The course consists of seven thematic parts:

▪ The historical development of the sociological study of education and the conditions that led to the creation of the field of Sociology of education.
▪ The subject matter and the basic concepts of Sociology of education.
▪ The sociological theories (structural functionalism, symbolic interaction, marxism, new sociology of education) which exerted great influence in the shaping and further development of the field.
▪ The structures and functions of the educational system.
▪ The functions of integration, the transmission of qualifications and the appointment to social positions.
▪ The educational inequality and social reproduction.
Sociological theories of knowledge and their implications for the curriculum

Course: Foreign Language I (English Language I: Academic reading and vocabulary)
Instructors: Polikseni Stefanou & Teoklia Rizouli, Language instructors

The aim of the course English I is to familiarize students with academic vocabulary and reading comprehension skills as well as strategies. This is realized through texts which are based on education/ special education, communication, social problems or technology/ internet. Students are also trained to comprehend academic texts such as paper abstracts. Special focus is also given on familiarizing students with the vocabulary of their immediate environment, that is, Greece and the university, thus building their confidence in their receptive and productive ability in English.

The coursebook being used is English for Academic Purposes: Reading & Vocabulary, Kantaridou Z. (UOM, 2011). The learning approach is task-based and the level of knowledge of English which is required equals approximately the B2 one.

More specifically, the aims of the course are:

- the development of academic & specialized vocabulary
- the development of academic reading skills such as note-taking, finding the main points/main idea, enhancing memory skills
- the practice of the academic word families
- the ability to evaluate the internet resources
- the development of writing and speaking skills, which would enable students to speak about their studies and their country
- the development of study skills

Progress is assessed with final exam paper or a combination of continuous assessment during the term period and a final exam paper.
Course: **Foreign language I (French language I)**
Instructor: **Madeleine Donati, Language instructor**

*Course outline:*

The course is organized in two fields: developing skills of understanding and producing written texts, and skills of understanding and producing oral speech. For the course’s needs, the instructor has developed a flexible teaching material adapted to the students’ *general needs.*

The teaching material consists of:

- A *written corpus* structured in 9 thematic sections, referring to basic circumstances of everyday life and work. Texts, documents, dialogues, etc., which are accompanied by a typology of exercises that varies according to the text being processed.
- A relevant *bilingual vocabulary* that accompanies each module of the course.
- A *grammatical memento* consisting of rules and interactive exercises of various basic grammatical phenomena.
- A brief *indicative bibliography* (grammar books, bilingual dictionaries, etc.).
- A list of useful web sites (*webography*).
- An *oral corpus* consisting of several web pages with interactive exercises. This material accompanies the 9 thematic sections of the written corpus.

The above material is available in electronic form and can be accessed at [https://openeclass.uom.gr/](https://openeclass.uom.gr/)

*Learning objectives:*

At the end of the semester, a convergence of the various language levels of the participants will be achieved. After a systematic attendance of the course, the participants will:

- assimilate the basic structure of the French grammar (nouns, verbs, adjectives, tenses, etc.) - *Grammar objectives*
- be able to acquire spoken and written communication skills for everyday life and work. They will know how to introduce themselves, how to open a bank account, understand a route or classified ads, fill in various forms (registration, theft statement etc.) - *Communication and language objectives*
- enhance their autonomy in learning French by doing, among others, interactive web exercises - *Autonomy objectives*

Lecture hours: 3/week.
Tutorial hours: 2/week.
Course: **Foreign language I (German language I)**
Instructor: **Elena Strantzou, non permanent teaching staff**

(Description not available)

Course: **Foreign language I (Italian language I)**
Instructor: **Simona Vannini, Language instructor**

Italian 1 course is suitable for beginners with no previous knowledge of Italian language. In the first semester students will become acquainted with daily life vocabulary presented within communicative contexts. The grammar points will be accompanied by a wide range of stimulating and enjoyable activities, enabling students to learn empirically and to practice, using Italian grammar rules: fill the gap; reading comprehension; true/false, etc. Students will also practice their oral skills through role-play and games. They will improve their listening skills by listening to the book CDs as well as to their mother tongue teacher, speaking Italian as much as possible.

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**2nd SEMESTER**

Course: **Fundamental Principles of Science and Research Methods**
Instructor: *(not offered)*

Course: **Statistics**
Instructor: **Konstantinos Zafiropoulos, Professor, Department of International and European Studies**

Learning outcomes:
- Familiarity with basic statistical techniques and their applications.
- Resolving issues related to statistics and probability.
- Make informed decisions based on facts.
- Performing proper statistical induction.
- Properly perform the necessary diagnostic tests.
- Critical analysis and evaluation of key statistical models.
- Developing self-improvement skills and enhancing creativity.

Course content:
This course aims to introduce the basic concepts and terms of statistics on samples or populations. It introduces to the basic concepts of descriptive statistics, ie creating tables and frequency distributions, clustering of data, build graphs, calculating measures of central tendency and variation. Also it provides an introduction to probability theory and combinatorial theory and studies discrete and continuous random variables. It introduces the concepts of distributions of discrete and continuous variables: Bernoulli, binomial, Poisson, Normal, Student, X2 and F distributions.

Course: **Introduction to adult education**
Instructor: **Papadima Genovefa, Academic Fellow**

The purpose of this course is to understand the basic concepts of adult education.

Contents of the course:
- Conceptual approaches
- History of Adult Education
- Need and aims of Adult Education
- The role of international organizations in the development of lifelong learning
- Institutions of Continuing Education in Greece
- Second Chance Schools
- Teaching, motivations and learning
- The adult trainer: characteristics, training, certification

Course: **Philosophy of education**
Instructor: **Pavlos Perperidis, non permanent teaching staff**

The course is an Introduction to the Philosophy of Education and aims to achieve full understanding of the fundamental concepts, assumptions and problems on educational and cultural issues. In particular, the course aims to 1) introduce students to the main concepts of the field, 2)
understand and critically evaluate various philosophical theories that bear an important relation to education, 3) make students familiar with the basic philosophical argumentative strategies and research methodology and 4) to increase awareness of important modern issues that require the application of philosophical concepts and methodology.

Course: Information technology II: Fundamental principles of I.T. (Information technology)
Instructor: Ioannis Lefkos, Laboratory Teaching Staff

The principal objective of this course is the understanding of the fundamental principles of IT and its applications. The syllabus consists of:

- Basic concepts of Computer Science. Introduction to Computer Programming. Application of these concepts in a variety of different environments.
- Networks and their usage in relation to Education. Basic Internet services and the implementation of these services in research and employment (personal usage and registering in discussion groups, file transfer, collecting information through search engines and bibliography research).
- General consequences of the IT development (especially in employment and education/training).

Course: Legislative Framework and European Employment Policies for people with disabilities
Instructor: Doxa Papakonstantinou, Assistant Professor

The aim of the course is to explore the access to employment and work for people with disabilities in the European Union. Starting from the assumption of the importance of the employment factor for the full social integration of people with disabilities, the main objective of the course is to provide students with a comprehensive picture of the characteristics and developments in the European labor market for people with disabilities focusing on the existing legislative framework and the applied employment policies.

In this direction, the content of the course is divided into the following main thematic sections, concerning:

- the presentation of the general picture of the labor market for people with disabilities in Greece and in the rest of the countries in the European
Union, as well as the presentation of the participation of people with disabilities in the workforce, the characteristics of their employment (permanent, temporary and other flexible employment forms) and the characteristics of the unemployment by which they are plagued,

- the presentation of existing employment policies for people with disabilities in Greece and in the countries of the European Union, with particular emphasis on active employment policies, the analysis of strategies and good practices, the examination of the implementation of these programs as well as the examination of the formulation of the above in the period of the economic crisis with obvious implications for the development of the labor costs for people with disabilities and of their labor relations,

- the analysis of the legal framework of Greece and of other European Union countries regarding the “protection” of persons with disabilities for their labor market integration. Through the results of the implementation of the legislative framework and the comparison among the European countries, are pointed out the positive and negative effects. Finally, students are expected to make on their own thorough proposals for the improvement of the legislative background and the employment policies of people with disabilities.

Course: **Foreign language II (English language II)**

Instructors: **Stefanou Polikseni, Language instructor**

The course aims at developing students’ academic writing skills through the reading of a wide range of texts and in connection with different types of writing such as paraphrasing, paragraph writing, summary writing, report writing, formulating conclusions from graphs, completion of graphic organizers, reviewing and evaluating of arguments. A task-based approach is used while the focus is not only on writing as a product but also on the processes linked with the different types of writing mentioned above. Furthermore, to become more competent in dealing with the different reading and writing tasks, students will be taught how to trace their own learning strategies as well as develop and apply a range of additional strategies. These strategies include task-specific strategies, critical thinking strategies and strategies for managing and evaluating the learning process. Final course assessment will consist in a final exam or continuous assessment in combination with a final exam.

Course: **Foreign language II (French language II)**

Instructor: **Madeleine Donati, Language instructor**

*Course outline:*

The course aims at understanding and producing written texts. For the course’s needs the instructor has developed a flexible teaching material adapted to the students’ special needs, according to their scientific field.
The teaching material consists of:

- A written corpus structured in 3 large thematic sections that include introductory texts in French for Specific & Academic Purposes (F.O.S./F.O.U). These texts and documents are accompanied by a typology of exercises that varies according to the text being processed.
- A bilingual specialized academic vocabulary that accompanies each module of the course.
- A grammatical memento consisting of rules and interactive exercises of more complex grammatical phenomena.
- Web links related to the student’s science (webography).

The above material is available in electronic form and can be at https://openeclass.uom.gr/

Learning objectives:
At the end of the semester, after having systematically attended the course, the participants will:

- expand their knowledge in french-language grammar and structure - Grammar objectives
- enrich their vocabulary with the special terminology of their discipline - Language objectives
- be able to identify, comprehend, and produce written or oral information about the subject of their scientific field - Academic objectives
- enhance their learning autonomy by doing advanced interactive exercises and seeking further information on the internet - Autonomy objectives

Lecture hours: 3/week.
Tutorial hours: 2/week.

Course: **Foreign language II (German language II)**
Instructor: **Elena Strantzou, non permanent teaching staff**

(Description not available)

Course: **Foreign language II (Italian language II)**
Instructor: **Simona Vannini, non permanent teaching staff**

In the second semester students will expand their knowledge of vocabulary and will strengthen their understanding of grammar and syntax. They will also learn to apply their language competences to various real-like situations. Information about aspects of everyday life
will be introduced through several exercises. Students will also practice their speaking and listening skills with their mother tongue teacher and among themselves thanks to a variety of activities. Finally students will be informed through several readings about Italian culture, habits, likes and dislikes and will be invited to express their opinions in simple Italian language. If available, Italian Erasmus students will be invited in class to interact with the students
3rd SEMESTER

Course: **Information technology III: Educational applications of informatics**
Instructor: **Nikolaos Fachantidis, Associate Professor & Ioannis Lefkos, Laboratory Teaching Staff**

General purposes of the course:
- Using New Technologies and Information Systems to manage Educational Units.
- Theories of Knowledge.
- Pedagogy and Didactical analysis of the use of Information Systems in Education.
- Teaching Programming in different levels.
- Using Information Systems.
- Educational Software.
- Multimedia applications.
- Computer Mediated Communications end Education.

Course: **Applied statistics for the social sciences**
Instructor: **Kontantinos Zafiropoulos, Professor, Department of International and European Studies**

Learning outcomes:
- Familiarity with basic statistical techniques and their applications.
- Resolving issues related to statistics and probability.
- Make informed decisions based on facts.
- Performing proper statistical induction.
- Properly perform the necessary diagnostic tests.
- Critical analysis and evaluation of key statistical models.
- Developing self-improvement skills and enhancing creativity.

Course content:
The course is an introduction to statistical inference and statistical modeling. The course includes the calculation of confidence intervals and hypotheses testing. Also, correlation coefficients and linear regression models are described in detail.

Course: **Education of Individuals with visual impairments**
Instructor: **Helen Koustriava, Assistant Professor**

The aim of the course is the study of the specific education needs as well as the methods and the means of education of individuals with visual impairments. The content of the course is divided in three major thematic pillars: a) the presentation of basic characteristics of individuals with visual impairments, b) the fundamental principles throughout their education and c) the basic educational means. According to the first pillar, the issues under close examination in the course are the sense of sight, eye diseases and their impact on educational procedures as well as the impact of vision loss on the personal development of individuals. The sessions based on the second pillar concern the general characteristics and principles of education of individuals with visual impairments, relative historical clues, the necessary qualifications (knowledge, skills and abilities) of teachers of individuals with visual impairments, educational programs and assessment methods. The third pillar set the basis of sessions where the Braille code, tactile images and assistive technology are presented. Moreover, students are introduced to distance education and methods and technological means of distance education of individuals with visual impairments are analytically explained. The three pillars in combination structure both the theoretical and practical dimensions of the subject of education of individuals with visual impairments. For this reason, the students are expected to complete and present either relative bibliographical or research assignments.

Course: **Cognitive rehabilitation for people with disabilities**
Instructor: **Hariklia Proios, Associate Professor**

This course merges the area of cognitive rehabilitation with emphasis on higher level cognitive functions. The focus is on the understanding and interaction of human behavior as it related to brain function and evaluation, diagnosis and treatment of individuals from all age groups (infants to seniors) who have neurological, neurodevelopmental, cognitive and learning difficulties. Theoretical models are presented of information
processing based on normal functioning but with emphasis on the integration of clinical observation from samples of populations with disabilities. The process of diagnosis and treatment should be a continuous, analytically grounded re-evaluation of all relevant factors.

Course: Developmental psychology  
Instructor: Maria Platsidou, Professor

The objective of this course is to provide a study and critique of the main theories of cognitive development, social and moral development and characteristic phenomena and behaviors of development in childhood and adolescence. A few of the major theories of human development are reviewed: Piaget’s theory of cognitive development, information processing theory, Freud’s theory of psychosexual development and Erikson’s theory of psychosocial development. Specifically, emphasis is given on the following issues:

- Cognitive development: how reasoning and cognitive functions and abilities develop with increasing age, in childhood and adolescence, the cognitive capabilities and limitations in various phases of development, etc. Through the study of typical development, it is expected to gain better understanding of the cognitive retardation of individuals with disabilities or special educational needs.

- Personal and sexual identity formation, development of psycho-social concepts such as perception of the self, self-control and self-esteem.

Course: Education of students with specific learning difficulties /learning disabilities in the general school and in special education units  
Instructor: Ioannis Agaliotis, Professor

Expected results:
Upon successful completion of the course students are expected to be able to:

- differentiate the cognitive profiles of students with specific learning difficulties / learning disabilities (SLD / LD) from the profiles of students belonging to other categories of Mild Disabilities

- implement systematic educational assessment of students with SLD / LD

- organize effective instructional programs for students with SLD / LD in Reading, Writing and Social Skills
interconnect individualized instructional programs for students with SLD / LD and the program of studies of the general school

Contents of the course:
Main contents of the course include:
- Terms and definitions in the study of SLD / LD
- Contemporary approaches to the nature of SLD / LD
- Characteristics, subtypes, and correlations with other groups of Mild Disabilities
- Procedures and tools for the identification of SLD / LD
- Assessment of students with SLD / LD in the areas of academic knowledge and social learning
- Design and implementation of educational programs for students with SLD / LD
- Specific techniques for teaching academics and social skills to students with SLD / LD

Contents include also specialized issues referring to the educational inclusion of students with SLD / LD.

Course: **Workshop in psychomotor education and learning**
Instructor: **Panagiotis Varsamis, Assistant Professor**

The purpose of this subject is to introduce students into the contemporary theory of psychomotor education. Effective and applicable approaches for classrooms are thoroughly discussed. Special stress is laid on defining indicated contents and implementing principles of psychomotor learning. Furthermore, results of current psychomotor interventions are presented. Thus, supporting body awareness, perceptual competence, motor coordination, fine motor dexterity and self-regulation represent focal points of this seminar. Students are expected to acquire all the needed knowledge, competencies and behaviors in order to design and to implement proper interventions. Experiential learning, micro-teaching, simulations, scenarios, and videos and are used in this class.

Course: **Education of individuals with behaviour difficulties**
Instructor: **Christine Syriopoulou, Associate Professor**

Aim of the course is to inform students on issues of behavior difficulties in order to be able as teachers to assess children’s behavior and promote social relations among them as well as emotional and cognitive development. Also, aim is students to be introduced in techniques of managing behavior difficulties.
Contents include

- Introduction to behavior difficulties
- Criteria of definition of behavior problems
- Socio-cognitive development of children,
- Children’s social relations and friendship
- Assessment, diagnostic tools
- Aggression
- School Bullying
- Disobedience, non compliance of rules
- Learning Difficulties and behavior problems
- ADHD and behavior problems
- Violence and mass media
- Social and emotional discipline
- Management of conflicts
- Cooperation between school and family
- Theoretical approaches
- Programs and Techniques of confrontation of behavior difficulties.

Course: Sign Language Practicum I
Instructor: Theodoros Martzos, Academic Fellow

Learning Outcomes:
The aim of the Sign Language Laboratory I is to put the students for the very first time on to the Greek Sign Language (GSL) concept, at beginners’ level, as well as on to the Deaf community. The students, after taking the lesson series and its successful completion, will be able to:

- Know historical factors and facts concerning the Deaf people, the Deaf community, the Deaf culture and identity as well as sign language
- Know the fundamentals of sign language
- Know and comprehend the grammatical and syntactical elements of GSL
- Know and use words from the introductory vocabulary
- Compose simple sentences in GSL
- Perform known texts using the GSL

Course content:

- Introduction to “Deaf community”, “Deaf culture”, “Deaf identity” concepts
- Overview of the historical background of the Deaf community and of the sign language evolution
- Introduction of sign language’s linguistic and structural elements
- Introduction of sign language’s grammar and syntax
Basic vocabulary instruction
- Simple sentences syntax
- Performance of small texts in GSL

Course: **Foreign language III** *(English language III: Business English)*
Instructor: **Polixeni Stefanou, Language instructor**

This third semester English course is specially designed for the third semester students in the department of Educational and Social Policy, University of Macedonia, Thessaloniki, Greece. The aim of the course is to help students develop discipline specific skills that will enable them to communicate more effectively in the specialist field of their studies. The course material being used is from two sources: notes which are available online at [https://compus.uom.gr](https://compus.uom.gr) and a specialised textbook of English language.

All texts analysed are relevant to students’ field of studies. They are authentic and are taken from a variety of sources (i.e. magazines, articles, newspapers, the Internet, etc.). In each unit there is a detailed text analysis, accompanied by a variety of exercises, which aims at enabling students to discuss specialised subjects fluently in English from a critical point of view and master the academic jargon they contain. Some of the topics analysed in this course relate to disorders and dyslexia, Aristotle and the art of persuasion, Montessori education, feminism, etc.

Assessment is based on a written exam that students take at the end of the course.

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Course: **Foreign language III** *(French language III)*
Instructor: **Myrsini Tzanavari, Language instructor**

In the third semester teaching aims to develop skills in basic kinds of writing about science students. The course focuses on familiarizing students with the academic vocabulary and comprehension skills and strategies. It develops word processing skills and production of written language. Also, there is an emphasis on learning the basic rules of grammar (structure of the language). Finally, the teaching of the language is aimed at developing the following competences: communication in the French language, listening comprehension, reading comprehension and develop skills for the production of written language. The evaluation is based on a final written examination. More information and material for the course on Compus.
Course: **Foreign language III (German language III)**  
Instructor: **Elena Strantzou, non permanent teaching staff**

*(Description not available)*

Course: **Foreign language III (Italian language III)**  
Instructor: **Simona Vannini, non permanent teaching staff**

In the third semester students will acquire a more specific vocabulary and expand their understanding of semantic groups, while continuing to develop their knowledge of Italian grammar and syntax. Moreover, students will practice on reading comprehension skills though a series of specific readings referring to Italian culture and society. Thanks to the texts provided, the students will acquire further information about Italian contemporary music, opera, art, cinema, sport etc. Finally, they will improve their speaking and listening skills by interacting among themselves, with their mother tongue teacher and with Erasmus students if available, as well as by listening to Italian dialogues and songs.

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**4th SEMESTER**

Course: **Education of people with pervasive developmental disorders (PDD)/ autism**  
Instructor: **Christine Syriopoulou, Associate Professor**

Aim of the course is to teach characteristics of children with pervasive developmental disorders (PDD), methods of assessment and assessment process at school. Also, students learn about communication techniques, educational approaches, ways to manage behavior difficulties. Students are trained on curriculum and teaching methodology, on programs of educational, social, vocational integration of children with PDD. In addition, students are trained on parents’ counseling.

The contents of the subject include:
- PDD syndromes, epidemiology
- Characteristics of people with PDD
- Causes of PDD
- Assessment of PDD, diagnostic criteria (DSM-IV)
- Diagnostic tools (tests)
- Techniques of Communication
- Educational programs and teaching approaches
- Management of behavior difficulties
- Curriculum, teaching methodology
- Educational integration of students with PDD
- Preschool programs and early intervention
- Counseling parents
- Programs of social and vocational integration of people with PDD

**Course:** Introduction to speech and hearing sciences  
**Instructor:** Areti Okalidou, Professor

The course’s scope is to provide fundamental knowledge about speech and hearing which will foster a deeper understanding of the processes of human communication in the advanced courses of the specialized curriculum. Speech reception, speech perception, language understanding along with speech and language production comprise the basic functions of communication. Therefore, the special processes in the brain for speech and hearing, the peripheral speech and hearing systems, the ways and conditions of audition in the environment and the special features of the speaker’s message constitute valuable knowledge for persons who intend to educate others via verbal or other communication modes. The topics discussed incorporate elements of linguistics and linguistic theory, acoustics and phonetics, anatomy and physiology, language representation in the brain, psychoacoustics and speech perception, models of language processing and speech and language development.

**Course:** Educating people with physical and movement disabilities  
**Instructor:** Panagiotis Varsamis, Assistant Professor

The present subject covers contemporary educational approaches to the most frequent forms of physical disabilities counselling in childhood and adolescence. Furthermore, it focuses on factors forging significant aspects of cognitive, perceptual, motoric, learning and psycho-social growth. These factors form a huge heterogeneity of movement disorders,
physical disabilities and chronic illnesses. Additionally, specialized methods for educational needs assessment are presented. Emphasis is laid on designing and implementing proper educational interventions. Students are expected to acquire all the needed knowledge, competencies and behaviors in order to cope with the complex educational needs of people with physical disabilities. Simulations, scenarios, case studies, videos and discussions are widely used in this class.

Course: **Career guidance for the disabled**
Instructor: **Ioanna Papavassiliou, Associate Professor**

Learning objectives:
The general objective of the Course “Career guidance for the disabled” is acquiring knowledge, skills and attitudes/behaviors, necessary for students to efficiently manage professional development issues regarding people with disabilities and to provide counselling in their career paths (education, training and employment). More specifically, after the Course is completed, students will be able:

I. To know and comprehend:
   - the institutional framework for professional training and employment for people with disabilities
   - models of career guidance and counselling methodologies for people with disabilities
   - the qualifications and responsibilities of the professional career counselor
   - educational and vocational integration practices and models for people with various disabilities and vulnerabilities

II.
   - to discern and identify the needs for career guidance and counselling concerning various groups of people with disabilities
   - to create the educational and professional profile of a person with disabilities
   - to simulate an individual counselling meeting with a person with disabilities

III.
   - to obtain a positive attitude towards the needs of people with disabilities for counselling regarding their professional development
   - to recognize the right of people with disabilities for equal participation in education and employment

Course Content:
This Course prepares students for their counselling role in career guidance of people with disabilities on education and employment issues. The following subjects will be discussed:

- Legislation and Institutional Framework for vocational education, training and employment of people with disabilities in Greece and
Europe

- Educational transitions of people with disabilities
- Vocational Education and Training for people with disabilities: Network and Structures
- Career Guidance and Counselling and the CGC Counselor for people with disabilities
- Vocational rehabilitation counselling for people with disabilities
- Peer Group Counselling Model for people with disabilities
- Employment models for people with disabilities: a) Sheltered b) Supported and c) Customized Employment

Note: Teaching includes case studies of people with various levels and kinds of disabilities

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Course: **School psychology**
Instructor: **Vasiliki Giannouli, Assistant Professor**

Learning outcomes:

School psychology is a scientific field of psychology, with an increased interest and research in many countries the last decades. It’s a branch of applied psychology being indissolubly connected with the school reality. One of its main concerns is the care – the provision of the appropriate services each time for all students, for their teachers, and for all the sectors involved in education. The main objective of the course is: the understanding that the school psychologist has to deal with difficulties in learning process, confront with deviations from the standard process of psychosocial development and adaptation, take care for the prevention and advancement of the psychic health and endurance of all the school community (students, teachers, parents) and finally reassure – and – ensure the good and healthy cooperation between parents and school community.

Course content:

- Definition of the role and the key issues of the School Psychology
- Education and constitution
- Legislative framework
- Psychodiagnostic assessment for children and adolescents
- Intervention programmes for supporting learning process
- Psychological interventions for children and adolescents
- Dealing with school crises
- Intervention programmes at various school environments
- Psychic health services and support for children and adolescents
Course: **Management of educational organizations – school units**
Instructor: **Anastasiou Adamos, non permanent teaching staff**

The purpose of the course is to help students understand the Greek education system, to learn how to more effectively organize and manage it – to bring about creative, organizational changes in their work environment in the future. The course focuses on the following issues:

- Introduction to Educational Management
- Planning in Education
- Decision Making in Education
- Organization and Organizational Design in Education
- Management – Leadership in Education
- Evaluation in Education
- Motivation in Education

Course: **Social psychology**
Instructor: **Anthony Jude Montgomery, Professor**

The course is an introduction to Social Psychology. Their aim course is the first introduction of students in basic concepts of Social Psychology, such as social cognition, social performance, attitudes, social influence, social groups (performance, leadership and decision making), prejudice and intergroup relations, conflicts, aggression, positive social behavior and interpersonal relationships. Students are asked to think about the significance of these phenomena, the way they experience them in everyday life as well as their application in educational practices.

Course: **Mind and cognition: Philosophical approaches of the cognitive sciences**
Instructor: **S.Alexiadou & B.Giannouli, non permanent teaching staff**

This course is an Introduction to the Philosophy of Mind and focuses on the theory and research relevant to issues such as the nature of the mind and its cognitive operations, as these are studied in the modern context of cognitive studies. Cognitive studies refer to the interdisciplinary relationships and cooperation that have been developed amongst fields such as Philosophy, Neuroscience, Cognitive Psychology,
Information Technology and Artificial Intelligence in order to study the mind and its cognitive operations. The course is interested to investigate the assumptions and the conclusions reached on the objects of this study.

The Aims of the Course: The course aims to enable students acquire full understanding of the following issues and develop their abilities to recognize, discern, use, assess and criticize themes of special interest on the following issues:

- The conceptual field of the Philosophy of Mind
- The modern conceptual and research field of Cognitive Studies and its relation to and cooperation with the Philosophy of Mind
- The basic traditional and modern theories on mind and cognition
- The relation of the feeling of subjectivity to selfhood
- The basic philosophical theories on personal identity
- The relation between subjectivity and self-consciousness
- The mind – body relation
- The relation between the mind, the brain, consciousness and artificial intelligence
- Artificial intelligence: challenges, unresolved issues and philosophical reservations
- Educational issues and cognitive studies

Course description: The course consists of eight main thematic parts:

- Cognitive studies and Philosophy: 1. Conceptual determination and clarification of terms. 2. History and important developments. 3. The interdisciplinary relation between the Philosophy of Mind and fields such as: Philosophy of language, Theory of knowledge (or Epistemology), Cognitive Psychology, Biology, Artificial Intelligence and Information Technology.
- Traditional and modern theories of the mind: 1. The architecture and the development of the mind. 2. Traditional and modern theories. 3. Mistakes, myths, misconceptions.
- The mind – body problem: 1. Traditional and modern approaches. 2. From dualism to phenomenology.
- Mind, cognition and education: 1. The significance of cognitive studies for education. 2. Educational interventions and therapeutic approaches.

Teaching methods / Evaluation: Lectures, ppt presentations, group-work and case-studies. Invited speakers by other academic institutions. The students’ performance is evaluated through: a) their active participation during the course, b) a written exam at the end of the semester and c) or an extended written essay (6.000-8.000 words) to be submitted after presentation on a voluntary basis.

<table>
<thead>
<tr>
<th>Course</th>
<th>Developmental psychopathology</th>
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<td>Instructor</td>
<td>Olga Zikopoulou, Teaching fellow</td>
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Aims of this course: Students will be able to
- Understand the stages of child development and define the term of psychopathology. Realise reflections about normal and deviant behaviour.
- Be familiar with the classification of mental disorders, the established systems of classification and their importance in clinical practice.
- Learn the etiological theories/models and theoretical approaches of childhood and adolescent mental disorders.
- Recognise the most prevalent mental disorders in children and adolescents and learn about their clinical symptoms.
- Learn different approaches of mental-health treatments.
- Understand the role of family and other environmental factors in development and treatment of mental disorders.
- Recognize the importance and implications of prevention in mental health care.
- Understand special issues in childhood and adolescent mental health.

A developmental psychopathology framework. Early developmental stages and the definition of psychopathology are discussed. Major developmental theories are briefly presented.

Causes of mental disorders. The unit focuses on causal factors of mental disorders.

Clinical picture of mental disorders. The unit focuses on the analysis of diagnostic features using clinical examples and case studies. Recent research data about epidemiology, co-morbidity, causes and treatment
are presented. Emphasis will be given on disorders that are not included in other courses.

- Anxiety Disorders
- Mood Disorders
- Attention Deficit-Hyperactivity Disorder (in brief)
- Oppositional Defiant Disorder and Conduct Disorder
- Attachment Disorder
- Gender Identity Disorders
- Other Neurodevelopmental disorders (Autism spectrum disorder, Specific learning disorder, Intellectual disability)
- Schizophrenia spectrum
- Feeding and eating disorders
- Elimination Disorders

Special Issues and Prevention of mental health problems. The unit focuses on special issues that influence children’s mental health, like divorce and bereavement. The importance of prevention and its applied disciplines are discussed. Recent research data from preventive interventions are presented.

Course: Sign language practicum II
Instructor: Theodoros Martzos, non permanent teaching staff

Learning Outcomes:
The aim of the Sign Language Laboratory II, which is the sequel to Sign Language Laboratory I, is to put the students on to the concepts of i) classifiers, their function and their role in denoting additional (salient) attributes of a sign, ii) non-manual elements (facial expressions, body movements, etc.) and the role they play in the sign formation, as well as to the techniques of the dialogue and placement of people and objects in space. The students, after taking the lesson series and its successful completion, will be able to:

- Distinguish the classifiers’ types and utilize them properly
- Make proper use of the non manual elements of GSL
- Perform a dialogue correctly using the GSL
- Position people and objects in space correctly
- Compose complex sentences in GSL
- Describe known images using the GSL

Course content:
- Introduction to “classifiers”, “non-manual elements” concepts.
- Instruction of the techniques of dialogue and placement of people and objects in space.
- Thoroughly analysis of the sign language’s grammar and syntax.
- Basic vocabulary instruction
- Practicing on complex sentences composition
- Practicing on describing images in GSL
This fourth semester English course is specially designed for the fourth semester students in the department of Educational and Social Policy, University of Macedonia, Thessaloniki, Greece. The course is also available online at https://compus.uom.gr. The aim of the course is to help students develop discipline specific skills that will enable them to communicate more effectively in the specialist field of their studies. In addition selected units from a specialized coursebook on oral presentations are used to introduce students to the basic principles of speaking in public and help them develop the appropriate oral presentation skills in academic situations.

All texts analysed are relevant to students’ field of studies. They are authentic and are taken from a variety of sources (i.e. magazines, articles, newspapers, the Internet, etc.). In each unit (six in total and an introductory unit) there is a detailed text analysis, accompanied by a variety of exercises, which aims at enabling students to discuss specialised subjects fluently in English from a critical point of view and master the academic jargon they contain. Some of the topics analysed in this course relate to lifelong learning and schools, autism, international education, Piaget’s and Vygotsky’s theories of development, etc.

Assessment is based on a written exam that students take at the end of the course.

In the fourth semester, the course aims to develop skills for the production of written and spoken language is necessary for the academic environment. The course focuses on familiarizing students with the vocabulary of professional environment. Students are invited to produce writing articles about their science and to develop production and processing skills listening comprehension. Also, it perfects the learning of grammar rules (structure of the language). Finally, the teaching of the language is aimed at developing the following competences: communication in the French language, listening comprehension, reading comprehension and develop skills for the production of spoken language. The evaluation is based on a final written examination.

More information and material for the course on Compus.
Course: Foreign language IV (German language IV)
Instructor: Elena Stranzou, non-permanent teaching staff

(Description not available).

Course: Foreign language IV (Italian language IV)
Instructor: Simona Vannini, non-permanent teaching staff

In the fourth semester students will complete their essential knowledge of Italian grammar and syntax up to B2 level. Throughout IV semester students will continue to practice their reading comprehension skills. In so doing they will acquire further academic and technical vocabulary to be able to understand texts on Italian cultural, social and environmental matters. Students will also be led to improve their oral skills on more challenging topics, by interacting in Italian with their mother tongue teacher, among each other and with Italian Erasmus students, when available.

5th SEMESTER

Course: Education of individuals with mental retardation/intellectual disability
Instructor: Lefkothea Kartasidou, Associate Professor

This course aims to present and analyze the special characteristics of individuals with mental retardation/intellectual disability and the educational programs that will provide a better educational and social inclusion. The following issues related to this area are to be discussed: intelligence, learning, cognition, language and motor development, self determination, social skills, independent living etc. The definition of mental retardation and intellectual disability will be given through a historical retrospection of the definition and the social attitude towards the individuals with mental retardation/intellectual disability in the international literature and research. This course will also refer to the
different categories and syndromes of mental retardation/ intellectual disability so as the developmental issues of these syndromes: Down, Williams etc. The course will focus on the medical, psychological and educational dimension that has affected the structure and the function of the education of students with mental retardation/ intellectual disability. The main points of the educational and therapeutic programs will be discussed according to the basic educational principles in the different levels of education: primary, secondary and postsecondary education. The course will focus on the following topics:

- Introduction to the terms and definitions on MR/ ID
- Learning profile and characteristics of individuals with MR/ ID
- Syndromes of MR/ ID: physical, cognitive and behavioral characteristics
- Basic principles of the education of individuals with MR/ ID
- Curriculum and Mental retardation/ Intellectual Disability
- Educational design and implementation of programs for individuals with MR/ ID
- Social and cognitive skills of individuals with MR/ ID
- Self-determination of individuals with MR/ ID
- Life skills and of individuals with MR/ ID
- Transition to adult life

**Course:** Working relationships, integration and social support of people with disabilities in the workplace

**Instructor:** Doxa Papakonstantinou, Assistant Professor

The aim of the course is to investigate the issue of the labor integration of people with disabilities. Work is a crucial factor in achieving the social inclusion of people with disabilities, which seems to be significantly affected by the still negative social stereotypes. The main objective of the course is the students to acquire a comprehensive picture of the current employment situation of people with disabilities, their capabilities / skills, the ways in which they enter the labor market, the problems they face in their working relationships, the required support and the measures to be taken to achieve their equal labor market participation.

The content of the course is divided into the following main thematic sections, concerning:

- the existing employment situation of people with disabilities. This section analyzes the forms of employment exclusion suffered by people with disabilities and provides statistics on their employment and unemployment rates in Greece and other EU countries.
- the legislative framework of our country for: a) the integration of people with disabilities into the public and private sector, with specific references to the field of law protection, the incentives of the
law to employers for the recruitment of people with disabilities, regulation of their working relationships and ways of ending their employment relationship; (b) the prohibition of discrimination against people with disabilities due to their disability or other protected characteristics such as sex or nationality; and (c) the sheltered employment of people with disabilities. This section identifies the missing / problematic legislative points and makes suggestions accordingly.

- the employers’ attitudes regarding the employment of people with disabilities and the ways to improve them/ benefits from the employment of people with disabilities and the impact of their recruitment on the market.
- the vocational skills required for people with disabilities to successfully integrate into work/ the valuation of the abilities and the vocational interests of people with disabilities/ ways to succeed at interviews and in their job.

Course:  **Instructional methodology for the education of students with special needs / disabilities in the general school and in special education units**

Instructor: **Ioannis Agaliotis, Professor**

Expected results:
Upon successful completion of the course students are expected to be able to:

- select appropriate assessment tools and procedures, according to student characteristics and the domain of assessment
- define the goals and objectives of instruction and organize them appropriately in order to produce a coherent IEP
- make informed decisions regarding the procedures, methods and techniques of program implementation, on the basis of findings from research on effective instruction
- evaluate the results of instruction and decide on program continuation, alteration or completion.

Contents of the course:
Main contents of the course include:

- Assessment procedures and tools for students with special needs / disabilities
- Fundamental principles of educational assessment of students with special needs / disabilities
- Principles and procedures for organizing instructional programs in special education units or in the general school
- Goal setting in Special Education
- Criteria for selecting instructional methods: Advantages and disadvantages of various instructional paradigms
- Processes of instructional management and environmental factors in teaching students with special needs / disabilities
- Evaluation procedures of instructional programs and decisions on program completion and continuation.

Contents include also specialized issues referring to the educational inclusion of students with special needs / disabilities.

**Course:** **Introduction to assistive technology**  
**Instructor:** **Helen Koustriava, Assistant Professor**

The class aims at presenting analytically the assistive technology that can be used in the context of education and rehabilitation of individuals with disabilities. Specifically, the assistive technology is presented according to the following axes:

- Low, middle and high assistive technology for individuals with disabilities – theoretical approach and indicative use.
- Software and hardware equipping the working station for individuals with visual impairments (presentation and in vivo use).
- Digital accessible books – guidelines for the conversion of printed material into a digital accessible book.
- Guidelines for the web accessibility under the prism of W3C.
- Easy to Read & Understand standards.
- Universal Design for Learning – basic principles and practical implications.
- Augmentative and Alternative Communication.
- Software and hardware per disability and special education need.
- Educational material – adapted digital books and educational software – per disability and special education need.

**Course:** **Education of hearing – impaired**  
**Instructor:** **Areti Okalidou, Professor**

The learning outcomes are:
• To acquire knowledge and skills in communication assessment of individuals with hearing loss
• To be acquainted with assistive technologies for hearing loss and also with assistive technologies that support the communication of individuals with hearing loss
• To gain knowledge and skills on the development, habilitation and rehabilitation of communication problems of individuals with hearing loss and be able to apply educational methods
• To gain knowledge and insights on Deaf Culture and Sign Language
• To develop strategies for the educational assessment and intervention of students with hearing loss
• To develop basic skills for interdisciplinary collaboration

Course contents:
• Definitions and terminology of hearing problems. Incidence and Etiology
• Audiological assessment
• Interpretation of audiograms
• Teaching methods for the deaf: a historical perspective
• Teaching methods for the deaf: current trends
• Hearing technology
• Speech and language characteristics
• Speech perception: channels
• Development of speech and language in children with hearing problems
• Social aspects of deafness and hearing loss
• Educational issues and issues of organization of education for children with hearing loss – future perspectives

Course: Applications of school psychology
Instructor: Vasiliki Giannouli, Assistant Professor

As a course –Applications of School Psychology- seeks to offer a better understanding to the students (through clinical examples) of the various issues that the School psychologist deals with, and attempts to treat as an everyday challenge within the educational system –school
• Education- school progress –family
• School psychology -and- its responsibilities within the contemporary educational systems –discussion about the various models of psychological health and care of children and adolescents –a combination of the theory, practice and intervention in the school community
• Psychosocial adaptation –confronting the children’s psychosocial problems/ difficulties –psychosocial intervention
• Projection techniques –their use in the school environment –
paradigms of children’s emotional assessment

- Applications of the emotional theory to the school environment – confronting school phobia
- Intervention programs for children dealing with grief
- Ill-treatment – intervention within the family environment – the role of school and school psychologist
- Social/emotional learning – prevention and treatment of social/emotional problems of children at school
- Intervention programs at school community

Course: **Information Technology X**
Instructor: **Nikolaos Fachantidis, Associate Professor**

*(description not available)*

Course: **Sign Language Practicum III**
Instructor: **Theodoros Martzos, Academic Fellow**

*(description not available)*

Course: **Contemporary teaching models on autism**
Instructor: **Christine Syriopoulou, Associate Professor**

Aim of the subject is students to be trained and study students with ASD characteristics necessary for their education (e.g. memory, attention, language, communication, play, mobility, motivations etc.), they will study issues on educational and social inclusion of people with autism, they will be trained on planning and construction of individual programs of education, on the design of teaching material, they will dive deeply in the teaching of subjects of the Curriculum of Special Education on Autism. They will also study special issues like Theory of Mind and epilepsy.

Topics

- Introduction in the education of people with autism spectrum disorders – Learning and Thinking skills
- Inter-subject – Flexible zone – The meaning of teaching target – Individual programs – Group programs
- Development of communication skills – Planning the program
- Development of self-coping skills
Course: **Counselling Psychology**  
Instructor: **Stavros Kiriakidis, Academic Fellow**

Aims of this course: Students will be able to:
- Learn the basic concepts and principles of counselling, identifying its possibilities and limitations.
- Learn the theoretical approaches in counselling, review their development and understand the role of the social context.
- Understand the principles of each theoretical approach and mark their similarities and differences.
- Understand the skills of an effective counsellor and their role in the development of a strong therapeutic alliance.
- Understand the stages of the counselling process and the goals of each stage.
- Understand the different fields of counselling and become aware of ethical and legal considerations in counselling practice.

Introduction to Counselling, Definition, Content, Aim and Objectives. Definition, content, principles and objectives of counseling are discussed. The importance of counselling is explained. Differences between counseling, psychotherapy and clinical psychology are highlighted.

The Social and Historical context of counselling. The history of counseling and the philosophical foundations are analysed.


The importance of the relationship in counselling. Issues about the relationship between the counsellor and the client, the establishment and the setting of boundaries are analysed.

The stages of the counselling process.

Code of ethics and values in counselling. Representation of professional qualifications and ethical codes in counselling.

Disciplines, context and types of counselling psychology and counselling. The counselling process in practice.
Course: **Moral Philosophy: Issues in Educational and Social Ethics and Bioethics**

Instructor: **Sofia Alexiadou, Academic Fellow**

The aim of the course is to introduce students to the basic conceptual categories of moral philosophy, the content and the conceptual affinities of the main ethical theories and to cultivate awareness and the ability of ethical and critical thinking in the face of modern morally demanding situations, dilemmas and problems. Course description: The course consists of five main thematic parts: A) The first part constitutes an introduction to the basic concepts of ethics, such as: moral rights and moral obligations, moral decision, moral choice and moral action, moral judgement, moral virtue and habituation, moral duty and moral criteria, moral motivation, utility and consequences, the concepts of the person, humanity and social morality, moral autonomy and heteronomy, moral values and the common good, the universality of moral values and judgements, moral absolutism, moral universalism and moral relativism, justice and equality of opportunities. B) The second part addresses the issue of teaching morality: How do we cultivate moral responsiveness to morally demanding situations? The issue is addressed by examining various classical and modern approaches (aretaic/teleological, deontological and consequentialist theories). C) The third part examines issues relating to the concept of “otherness” and “difference”, the need of recognizing and respecting any features that call for special and profound moral consideration, such as (for example): cultural differences, special needs education issues, socio-economic factors, etc. D) The fourth part examines theories of social justice, social and educational ethics. The course aims to invoke critical thinking on an ever growing number of educational and social issues such as: the relation of educational ethics and educational policy, academic deontology, business ethics, etc. E) The last part aims to develop critical thinking about various current issues in the area of bioethics, the uses of modern technology, neuroethics, environmental philosophy, artificial intelligence, etc. Teaching methods/evaluation Lectures, ppt presentations, group-work and case-studies. Invited speakers by other academic institutions. The students' performance is evaluated through their active participation during the course, a written exam at the end of the semester and an essay to be submitted after presentation on a voluntary basis.
Learning objectives:
The general objectives of the Course “Lifelong guidance and career management skills” are: a) to approach the context and necessity of Lifelong Career Counselling in Europe and to become familiarized with the counselling skills needed and b) to approach the concepts skills, key-skills and career skills and to realize their importance for a successful career path. More specifically, after the Course is completed, students will be able:

I. To know and comprehend:
- the framework, goals, principles and service networks of Lifelong Career Guidance as defined by the European Union
- counseling skills: active listening, attentive monitoring, empathy, focusing, emotion reflection, self-disclosure
- key-skills, their categorization and their connection to career paths and labour market

II.
- to discern and apply various counseling skills in simulations and role playing
- to recognize and classify career skills into categories (personal and/or social)
- to realize which of these skills they have got sufficiently or not

III.
- to respect the diversity of various target groups in Lifelong Guidance
- to be open in constantly developing career skills

Course content:
This course enhances the students’ active participation into practicing and developing two kinds of skills: a) counseling skills, necessary in their educational and counseling roles in Adult and Special Education and b) career management skills, necessary to everyone nowadays in order to successfully plan one’s career path. The following subjects will be discussed:

- Theoretical Framework of Lifelong Career Counselling in E.U.
- Career Chaos in Random Theories in Lifelong Career Guidance and Counselling
- Counselling skills and Counselor’s skills
- Career management skills, key-skills, and Cross skills
- Emotional intelligence and Career skills
- Personal and social skills and their role in employment

Note: Students will be trained in skills development through group micro-teaching about each skill.
**6th SEMESTER**

**Course:** Speech, language and communication disorders  
**Instructor:** Areti Okalidou, Professor

The students will acquire basic knowledge in the communication profiles of children with developmental and neurological disorders and become acquainted with their nature and particular characteristics. The communication profiles addressed refer to Specific Language Impairment (SLI), Speech Sound Disorders, SSD, Central Auditory Processing Disorders (CAPD), mental retardation, autism and pervasive developmental disorders, sensory disabilities, craniofacial anomalies, selective mutism, dysarthria, apraxia, stuttering, Traumatic Brain Injury (TBI), childhood aphasia, etc. Additionally, students will review scientific reports and/or case studies that will provide knowledge and skills regarding the intervention principles and the particular strategies employed in educational and habilitation programs. This knowledge will guide students a) to detect the occurrence of communication problems in children, b) to evaluate their educational needs and develop approaches c) to collaborate with speech-language pathologists effectively in interdisciplinary intervention programs that are based on educational settings or habilitation centers.

**Course:** Teaching mathematics to students with learning and adaptation problems in the general school and in special education units  
**Instructor:** Ioannis Agaliotis, Professor

Expected results:  
Upon successful completion of the course students are expected to be able to:

- recognize the cognitive demands and the learning prerequisites of the mathematical tasks they assign to their students
- define the impact of students’ cognitive and learning characteristics on specific mathematical tasks
- identify the environmental factors affecting learning in specific contexts of math instruction
• assess the difficulties of students with special needs in trying to acquire math knowledge and skills
• design and implementing math educational programs for students from the whole spectrum of special needs
• implement specific techniques for teaching Math to specific groups of students with special needs / disabilities in the general classroom and in special education units

Contents of the course:
Main contents of the course include:
• Structural elements and cognitive demands of mathematics learning
• Math contents with specific instructional demands
• Environmental and didactical causes of failure in Math learning
• Intra-individual causes of failure in Math learning
• Assessment of learning problems in Mathematics
• Principles of program organization for students with mathematical difficulties / disabilities
• Teaching Math to students with mild disabilities in the general school
• Teaching Math to students with complex special needs and severe developmental disorders

Contents include also specialized issues referring to the educational inclusion of students with special needs / disabilities in Math learning.

Course: **Systems of Classifying and assessing motor and physical disabilities**
Instructor: **Panagiotis Varsamis, Assistant Professor**

Modern classification and assessment systems propose a comprehensive, unified, and dynamic approach, which promotes a deeper understanding of physical impairments, motor disabilities and chronic diseases. As a result of this expanded vision, new indicators, such as self-determination, well-being, social participation and quality of life, are constantly entering the definition of health and/or disability. Of course, modern classification systems extend to the environment of the students with physical disabilities, such as the quality of education provided. At the same time, new classification systems have been developed for evaluating educational and other related interventions aimed at individuals and students with physical disabilities. All recent models have influenced our thinking about supporting students’ universal growth and building social valid interventions. Therefore, assessing students and their educational environment in order to build appropriate interventions is an important skill of teachers who will work with students presenting any physical disability. University students are expected to acquire all the needed knowledge, competencies and behaviors in order to use modern classification systems for people with physical disabilities. Simulations, scenarios, case studies, videos and discussions are widely used in our class.
The last decade the work and the cooperation of psychologists – educators has been grown wider besides the pure administration of tests which consists only one side of the whole process of evaluation-assessment. The whole process of assessment today comprises of techniques such as the interview (a way of collecting information about a person’s background and functioning in a variety of areas including medical, social, educational employment, and family, and a way of observing and exploring the patient’s current mental state, including their thinking and emotions), the psychoeducational assessment (a comprehensive battery of individually administered subtests that each measure an aspect of cognitive ability and scholastic achievement, where comparisons can be made between capability and attainment in order to determine if an individual has reached full academic potential while the interpreting the pattern of scores contributes to further understanding the difficulties which a patient experiences in mastering certain learning experiences), methods of administration and assessment of behaviour; assessment of personality disorders (evaluating-measuring of non-intellectual factors such as emotional adjustment, functioning in interpersonal relationships, motivation, interests, attitudes, and ways of coping), evaluation of the possible influences and interactions of the family factors, while is interested in the psychic health and in the new cultural values and their interaction with the individuals, their environment, and their cognitive processes of the self-control.

The principal objectives of this course are to introduce and familiarize students with the application of new technologies in Distant Learning and training, and generally in Continuing Education, as well as to provide in-depth knowledge of the principles upon which these systems are based.

The syllabus consists of:

- Advanced Internet services and their applications for educational purposes.
- Continuing Education and New Technologies: classification and characteristics of the implemented systems, criteria on system
choice.

- Analysis, design, implementation and assessment of integrated systems for use in Distant Learning and education/training.

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**Course: Emotional and moral development**

**Instructor:** Maria Platsidou, Professor

**Learning outcomes:**
The course aims to provide students with the basic knowledge, skills and abilities regarding human emotional and moral development. In particular, students should be able to:

- understand and distinguish the different temperament and personality types of children and adults
- examine and differentiate factors that are likely to affect (positively or negatively) human emotional and moral development
- propose ways to deal with difficulties in emotional and moral development
- understand the importance of play and use the different types of play in educational practice

**Course contents:**
The course includes the study of emotional and moral development in different stages of life. The major theories proposed to interpret this development are discussed and the factors (individual, social, cultural, etc.) that have a significant influence on the above are described. Specifically, the topics discussed are:

- Emotional development: the nature, origin and development of emotions, the basic and complex emotions (e.g., feelings of joy, anxiety and fear), how emotions interact with other psychological dimensions, such as thinking, personality, behavior.
- Moral development: Piaget and Kohlberg’s theories on the stages of moral development, ways of studying moral development, empathy, development of pro-social and altruistic behavior.

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**Course: Emotional intelligence in education and the workplace**

**Instructor:** Sophia Hatzinikolaou, non permanent teaching staff

The course aims to provide students with basic theoretical knowledge of emotional intelligence and skills for implementing programs aimed at its development. In particular, they should be able to:

- 6. Describe modern models for the interpretation of emotional intelligence (e.g., models of Goleman, Bar-On, Mayer, Salovey, & Caruso, Petrides, etc.)
7. Choose the appropriate psychometric tools for measuring emotional intelligence
8. Combine theoretical approaches and psychometric tools to design, implement and / or evaluate programs for the development of emotional intelligence.
- synthesize and organize emotional intelligence skills to propose new applications of the concept to education or work (eg emotional and social skills training programs)
- consider and differentiate factors that are likely to affect (positively or negatively) the success of programs or applications of emotional intelligence

The course offers theoretical knowledge and opportunities for practicing the applications of emotional intelligence on education and work. In particular, the theoretical part describes the contemporary models for the interpretation of emotional intelligence (eg, the models of Goleman, Bar-On, Mayer, Salovey, & Caruso, Petrides, etc.) and the psychometric tools that have been developed to measure it. It discusses the critique of the concept of emotional intelligence as well as its relationships with factors of individual differences (such as age and gender), with other psychological concepts (such as cognitive intelligence and personality), with various aspects of human behavior (such as academic performance and interpersonal relationships), etc.

In the practical part, students have the opportunity to study and apply some programs aiming at developing emotional intelligence skills in the context of child or/and adult education and the workplace. The principles, conditions, and steps of designing and implementing such programs are taught and examples of programs implemented internationally but also in our country are given. Finally, the students practice themselves in implementing such programs.

Course: **Workplace mobbing of people with disabilities**
Instructor: **Doxa Papakonstantinou, Assistant Professor**

The purpose of this course is to investigate the mobbing phenomenon within the workplace against people with disabilities. Work, a key factor in achieving full social integration of people with disabilities, is particularly affected during the period of economic crisis, resulting in systematic negative attitudes at the workplace. The main objective of the course is students to be able to identify a hostile work environment and the problematic behaviors involved, the rights of mobbing victims, as well as the ways of preventing it.

The course content is divided into the following main thematic sections:
- the causes that motivate the phenomenon at the workplace.
the categories of workplace mobbing, the stages of the phenomenon, but also the impact on the victims and on the businesses / organizations.

- sexual harassment, which, depending on its duration, may be included in the forms of mobbing or may be differentiated as a related concept.

- answers to the questions: What are the victims and their individual characteristics? What is the role of viewers? Students are invited through experiential exercises to experience, understand, judge, take initiative, identify problems, and look for solutions.

- the European Union’s institutional framework for tackling mobbing. The EU’s interest in this phenomenon, the relevant Directives, Agreements and Resolutions with a view to preventing, identifying and managing the phenomenon are discussed. The existence of a non-specific protective framework for disability from mobbing at work within the EU is analyzed and examples of political and institutional frameworks in individual EU countries are given.

- Greece's legislative framework for tackling mobbing in the workplace. This section assesses the effectiveness of the existing system, highlighting gaps / problematic legislative issues and submitting proposals. A special section is devoted to prevention methods.

Course: Assistive technology laboratory
Instructor: Helen Koustriava, Assistant Professor
(not offered)

The focus of the classroom is on the use of Assistive Technology means and educational software on a practical level. More specifically, the students will be trained on the development of audio-tactile pictures, the video subtitling, the use of augmentative and alternative communication applications, as well as the use of educational applications. Moreover, the students will practice basic programs and applications used in the education of individuals with impairments.

The most significant leverage of the classroom is the fact that the practice on the use of Assistive Technology means and educational software is evolved on the main axis of the special educational needs connected to each category of impairment, and under the prism of the most appropriate educational context in each case.

Course: Supervision and organization of special education and rehabilitation programs
Instructor: Hariklia Proios, Associate Professor

This course deals with students in the area of Special Education who are interested in understanding the roles and dyadic interactions in schools,
special education classes, special schools, mainstreaming classrooms and rehabilitation centers, etc. Special focus on organization and supervision of programs and in the interactions between supervisor – student trainee, school principal – teacher, teacher – parent (e.g. how to handle communication with parents, principals and teachers on issues related to persons with disabilities) to improve effectiveness of special education goals. Supervision aims at preparing student trainees to become independent Special Education professionals. The course covers topics such as organization and supervision of personnel and clinical practice, research in supervision, understanding roles and expectations, self-supervision and others.

Course: Sign language practicum IV  
Instructor: Theodoros Martzos, non permanent teaching staff  
(description is not available)

Course: Applying Career Counseling to vulnerable social groups 
Instructor: Ioanna Papavassiliou, Associate Professor

Learning objectives: 
The general objective of the Course “Applying career counselling to people with disabilities and vulnerable social groups” is to learn about practical applications of Professional Counselling Services. Getting to know the methods and tools used by professional counselors in their everyday practice in Greece and abroad in the cases of people with disabilities and/or other vulnerable social groups will help students obtain important and necessary equipment for their own career as counselors.

More specifically, after the Course is completed, students will be able:
- to discern and apply various psychometric tools appropriate for each vulnerability
- to use counselling techniques according to the target group
- to deliver and evaluate the appropriate tool unto the relevant population

Course content: 
This Course is totally experiential. Students apply in practice the acquired knowledge in all three previous Courses on Career Guidance and Counselling; they simulate professional counselling services in various cases of disabilities – such as mental disability, autism spectrum disorders, motor disabilities – and vulnerabilities – such as unemployed over 50, homeless, NEETs, former drug addicts etc. The following subjects will be studied:
- Psychometric tools in Professional Counselling and their applications
in people with disabilities and other vulnerable social groups

- Methodologies and techniques in Professional Counselling for people with disabilities
- Methodologies and techniques in Professional Counselling for vulnerable social groups
- Network of Career Counselling for people with disabilities and their services
- Network of Career Counselling for vulnerable social groups and their services

Note: Within the context of this Course: a) professional counselors for people with disabilities and other vulnerable groups participate in class by offering their professional real-life experience; b) the students visit counselling networks, observe the services provided on site and even participate into the practices.
The course includes the following topics:
- Assessment of a child with special needs
- Organization and implementation of an individualized program
- Evaluation of the program

The aim of the course is the obtainment of general knowledge of physical education and the planning, organizing and implementation of programs in team sports for all ages and also for people with disabilities. Programs of team sports aim at improving the biological level of athletes, the use of leisure time and pleasure of the participants. In addition, the course provides basic knowledge about the concept of exercise and its benefits, team sports and lifelong exercise. In particular emphasis is given to exercise with systematic guidance, as it is an essential social investment, due to the improvement of quality of life, the development of interpersonal relationships and the better relationship between man and nature.

Specifically, the issues mentioned in the course are:
- Concept of Exercise - Benefits of exercise - Lifelong exercise.
- Leisure time and team sports - Utilization of leisure time with physical activities.
- Contribution of exercise and physical activity to quality of life.
- Stretching
- Exercise in childhood and adolescence.
- Exercise for adults.
- Exercise for the elderly.
- Exercise for people with disabilities.
- Basic principles for creating exercise programs.
- Motives to participate in exercise programs.

Design and implement of exercise programs to entities (institutions, local authorities, organizations, etc.).
The aim of the course is to provide knowledge and develop critical thinking on issues related to the workplace and the wider social problems faced by NEETs, namely young people aged 15-29, who are currently not in employment, education or training.

The course content is divided into the following main thematic sections:

- Identification of the NEETs concept. The characteristics and needs of young people, aged 15-29, who are out of employment, education or training are analyzed. In particular, the main subgroups of NEETs, which will be highlighted in the course, are:
  - short-term and long-term unemployed youth,
  - discouraged young people,
  - young people with disabilities and chronic diseases,
  - young people with low qualifications and level of education,
  - young people with family responsibilities that do not allow them to work; mainly women,
  - young people with family problems,
  - young people who belong to the most vulnerable social groups;
  - young people choosing alternative career paths, such as artistic careers,
  - the most privileged

- Presentation of statistics and reports on the position of NEETs in Greece, in member states of the European Union and the Organization for Economic Cooperation and Development. It should be noted that according to OECD data, forty million young people in its member countries belong to the NEET group, with Greece having one of the highest rates.

- Analysis of: (a) the common risk factors for becoming NEETs, (b) the problems - difficulties faced, and (c) the long and short-term consequences of NEETs.

- Present targeted programs, policies and best practices for integrating / reintegrating NEETs into the labor market, education or vocational training. Critical Approach to EU Member States Programs and Policies. Designing Students' Own Programs in Group Collaboration.
The theory of dynamic and developmental systems is a modern alternative approach to comprehensively understanding and more effectively supporting the development of people with motor disabilities. According to this theory, development is considered as a continuous, fluid, non-linear and multi-factor process. This theory advocates that the multiple interconnections between subsystems and human skills are crucial for studying human growth. Therefore, the processes of motor, learning, psychological, etc. development are extremely dynamic. Developmental processes take place in everyday events as students interact with their environment. Thus, individual manifestations take place in real time and in real contexts, such as that of educational interventions. In such a dynamic environment, it is important for the university student to recognize the complexity of development and to work with his/her students towards an active and coordinated balance between variability and stability of skills. University students are expected to acquire all the needed knowledge, competencies and behaviors in order to use understand and apply modern dynamic systems theory when working with people presenting physical disabilities. Simulations, scenarios, case studies, videos and discussions are widely used in our class.

8th SEMESTER

Course: Practicum II
Instructors:

The course includes the following topics:

- Assessment of a student with special needs
- Organization and implementation of an individualized program
- Evaluation of the program
Course: **Education of individuals with profound multiple disabilities**

Instructor: **Lefkothea Kartasidou, Associate Professor**

The main goal of this course is to analyze the theoretical and research approaches that refer to severe and profound and/or multiple disabilities. The term and definition of severe and profound and/or multiple disabilities and their differentiation in the Greek and international literature will be presented. One of the goals is to understand the basic principles of the educational design and implementation of the programs for individuals with profound and/or multiple disabilities. The course will focus on the medical, psychological and educational dimension that has affected the structure and the function of the education of students with profound and/or multiple disabilities. The main points of the educational and therapeutic programs will be discussed according to the basic educational principles in the different levels of education: primary, secondary and postsecondary education. The course will focus on the following topics:

- Introduction to the terms and definitions on profound multiple and/or disabilities
- Learning profile and characteristics of individuals with profound and/or multiple disabilities
- Syndromes of multiple disabilities (deafblindness): physical, cognitive and behavioral characteristics
- Basic principles of the education of individuals with profound and/or multiple disabilities
- Curriculum and Profound and/or Multiple Disabilities
- Educational design and implementation of programs for individuals with profound and/or multiple disabilities
- Social and cognitive skills of individuals with profound and/or multiple disabilities
- Life skills and of individuals with profound and/or multiple disabilities

Course: **Counseling for people with special needs**

Instructor: **Christine Syriopoulou, Associate Professor**

Counseling for individuals with special educational needs (sen)

Aim of the course is students to be educated on skills and characteristics of counselor, techniques that apply and their theoretical background Counseling Psychology in contemporary society, the investigation of its implementation in education and vocation, in independent living and
social inclusion of individuals with sen are issues examined during the course.
Successful completion of the course is expected students to acquire skills of counseling psychology and counselor useful for a teacher of special education in contemporary society, also, to acquire skills of supporter for families, an education executive that will cooperate with social organizations for social and vocational inclusion of people with sen
The content of the course includes:

- Terms and definitions in Counseling Psychology
- Aims and content of Counseling Psychology
- The role of counselor and the counseling relation
- The person with special educational needs (sen) who needs counseling
- Factors that led to the development of Counseling
- Counseling Psychology in Special Education
- School Vocational Orientation – Educational Counseling
- Educational counseling
- Counseling and social skills of people with sen
- School Vocational Orientation and counseling
- Vocational guidance
- Counseling of occupation
- Theories and techniques of Counseling Psychology
- Assistive technology and devices for the facilitation of counseling with people with sen
- Formation of identity of people with sen
- Counseling Psychology and early intervention programs

Course: Information technology XII
Instructor: Nikolaos Fachantidis, Associate Professor

(Description not available)

Course: Practical course for Braille
Instructors: K.Papadopoulos, Professor & M.Barouti, non permanent teaching staff

(Description is not available)
Course: **Workshop on dealing with specific speech disorders**
Instructor: **Hariklia Proios, Associate Professor**

This course deals with methods of clinical practice which are necessary for specialists to diagnose/treat and help in problems in speech with co-existing difficulties in swallowing, including voice disorders, dysarthria, stuttering etc. which are either acquired or developmental in nature.
Course: **Developmental psychology**  
Instructor: **Maria Platsidou, Professor**

The objective of this course is to provide a study and critique of the main theories of cognitive development, social and moral development and characteristic phenomena and behaviors of development in childhood and adolescence. A few of the major theories of human development are reviewed: Piaget’s theory of cognitive development, information processing theory, Freud’s theory of psychosexual development and Erikson’s theory of psychosocial development. Specifically, emphasis is given on the following issues:

- **Cognitive development:** how reasoning and cognitive functions and abilities develop with increasing age, in childhood and adolescence, the cognitive capabilities and limitations in various phases of development, etc. Through the study of typical development, it is expected to gain better understanding of the cognitive retardation of individuals with disabilities or special educational needs.

- **Personal and sexual identity formation:** development of psycho-social concepts such as perception of the self, self-control and self-esteem.

Course: **Vocational education and training systems**  
Instructor: **Miltiadis Stampoulis, Assistant Professor**

The course addresses in principle, the conceptual and theoretical approaches and modern concepts of Continuing Vocational Training, and the operation of CVET as a tool of active employment policies in the functional framework of labour markets. Moreover, it examines the theory linking professional qualifications with the requirements of the labour market in terms of skills and competencies - knowledge within the European Qualifications Framework and the respective National
Framework, on the CVET systems basis. According to the aforementioned theoretical background, the European Strategy for Employment and Training, which is influencing the directions and operation of CVET systems, is presented.

Moreover, the course analyzes in details the CVET system in Greece, both in relation to the developments in the national economy and labor market, and in relation to the institutional - legal framework for CVET. Finally, a comparative approach of the CVET systems in EU countries is presented, with the purpose to feature and highlight similarities and differences.

**Course:**  Information technology III: Educational applications of informatics

**Instructor:** Nikolaos Fachantidis, Associate Professor & Ioannis Lefkos, Laboratory Teaching Staff

General purposes of the course:

- Using New Technologies and Information Systems to manage Educational Units.
- Theories of Knowledge.
- Pedagogy and Didactical analysis of the use of Information Systems in Education.
- Teaching Programming in different levels.
- Using Information Systems.
- Educational Software.
- Multimedia applications.
- Computer Mediated Communications end Education.

**Course:** Applied statistics for the social sciences

**Instructor:** Konstantinos Zafiropoulos, Professor, Department of International and European Studies

Learning outcomes:

- Familiarity with basic statistical techniques and their applications.
- Resolving issues related to statistics and probability.
- Make informed decisions based on facts.
- Performing proper statistical induction.
- Properly perform the necessary diagnostic tests.
- Critical analysis and evaluation of key statistical models.
- Developing self-improvement skills and enhancing creativity
Course content:
The course is an introduction to statistical inference and statistical modeling. The course includes the calculation of confidence intervals and hypotheses testing. Also, correlation coefficients and linear regression models are described in detail.

Course: Cognitive rehabilitation for people with disabilities
Instructor: Hariklia Proios, Associate Professor

This course merges the area of cognitive rehabilitation with emphasis on higher level cognitive functions. The focus is on the understanding and interaction of human behavior as it related to brain function and evaluation, diagnosis and treatment of individuals from all age groups (infants to seniors) who have neurological, neurodevelopmental, cognitive and learning difficulties. Theoretical models are presented of information processing based on normal functioning but with emphasis on the integration of clinical observation from samples of populations with disabilities. The process of diagnosis and treatment should be a continuous, analytically grounded re-evaluation of all relevant factors.

Course: Positive psychology
Instructor: Anthony Montgomery Jude, Professor

Positive psychology is the scientific study of the strengths and virtues that make people and communities able to prosper. This scientific field is based on the belief that people want to have a constructive and acclaimed life, to cultivate the best feature and enrich related experiences with love, work and play. Positive Psychology has three central themes: positive emotions, positive personality traits and positive institutions. The course presents an introduction to the field of Positive Psychology and focus on applications regarding Employment and Training.

Objectives of the course:
- To present students the Positive Psychology as a discipline
- To reflect on professional applications in the areas of work and education
- To strengthen the understanding of how the theories and interventions of Positive Psychology can promote our understanding of education and continuing education.

Learning outcomes:
Upon successful completion of this module, with full participation and self-regulated learning, students will be able to:
- Describe the nature of Positive Psychology as a discipline and as a
Analyze, synthesize and evaluate material sources related to Positive Psychology

Work in groups and to successfully complete group exercises

Recognize the way in which the issues of positive psychology affect work and education.

To recognize the ethical challenges in its implementation

Course: **Foreign language III (English language III: Business english)**
Instructor: **Mirsini Karagevreki, Language instructor**

This third semester English course is specially designed for the third semester students in the department of Educational and Social Policy, University of Macedonia, Thessaloniki, Greece. The aim of the course is to help students develop discipline specific skills that will enable them to communicate more effectively in the specialist field of their studies. The course material being used is from two sources: notes which are available online at [https://compus.uom.gr](https://compus.uom.gr) and a specialised textbook of English language. All texts analysed are relevant to students’ field of studies. They are authentic and are taken from a variety of sources (i.e. magazines, articles, newspapers, the Internet, etc.). In each unit there is a detailed text analysis, accompanied by a variety of exercises, which aims at enabling students to discuss specialised subjects fluently in English from a critical point of view and master the academic jargon they contain. Some of the topics analysed in this course relate to disorders and dyslexia, Aristotle and the art of persuasion, Montessori education, feminism, etc.

Assessment is based on a written exam that students take at the end of the course.

Course: **Foreign language III (French language III)**
Instructor: **Myrsini Tzanavari, Language instructor**

In the third semester teaching aims to develop skills in basic kinds of writing about science students. The course focuses on familiarizing students with the academic vocabulary and comprehension skills and strategies. It develops word processing skills and production of written language. Also, there is an emphasis on learning the basic rules of grammar (structure of the language). Finally, the teaching of the language is aimed at developing the following competences:
communication in the French language, listening comprehension, reading comprehension and develop skills for the production of written language. The evaluation is based on a final written examination. More information and material for the course on Compus.

Course: Foreign language III (German language III)  
Instructor: Elena Strantzou, non permanent teaching staff

(Description not available)

Course: Foreign language III (Italian language III)  
Instructor: Simona Vannini, non permanent teaching staff

In the third semester students will acquire a more specific vocabulary and expand their understanding of semantic groups, while continuing to develop their knowledge of Italian grammar and syntax. Moreover, students will practice on reading comprehension skills though a series of specific readings referring to Italian culture and society. Thanks to the texts provided, the students will acquire further information about Italian contemporary music, opera, art, cinema, sport etc. Finally, they will improve their speaking and listening skills by interacting among themselves, with their mother tongue teacher and with Erasmus students if available, as well as by listening to Italian dialogues and songs.

4th SEMESTER

Course: Management of educational organizations – School units  
Instructor: Adamos Anastasiou, non permanent teaching staff

The purpose of the course is to help students understand the Greek education system, to learn how to more effectively organize and manage it - to bring about creative, organizational changes in their work environment in the future. The course focuses on the following issues:
Introduction to Educational Management
Planning in Education
Decision Making in Education
Organization and Organizational Design in Education
Management - Leadership in Education
Evaluation in Education
Motivation in Education

Course: Psychological development in adult life
Instructor: Maria Platsidou, Professor

The course aims to provide students with the basic knowledge, skills and competences in specific areas of a person's psychological development from the beginning of adulthood to the end of his / her life: cognitive development, social & moral development and development of personality. In particular, students should be able to:

- describe the development of the typically developing adult in the aforementioned fields, selecting and combining elements from the different theoretical approaches taught.
- identify, evaluate and explain the stage / level of development of a particular adult.
- examine and differentiate the factors that are likely to affect (positively or negatively) human development
- propose ways of dealing with difficulties such as: changes in personal life, the crisis of middle age, the impact of unemployment and retirement, mourning and dementia

The course concerns the study of the human psychological development from early adulthood to the end of life. The major psychological theories of lifelong development and personality theories are presented. In particular, the following are discussed:

- Myths and realities in the development of adult intelligence: cognitive abilities that decline, remain stable, or continue to develop in middle and early adulthood.
- Cognitive strategies and ways of learning
- Difficulties and challenges encountered regarding the social, cultural, biological and personal circumstances at each stage of life: eg, changes in family life, middle age crisis, the impact of work, unemployment, and retirement on wellbeing, stress and ways of coping, subjective well-being, etc.
- Difficulties faced by the persons while their sensory, motor, etc. abilities are reducing and ways of psychological support.
- How to deal with old age, dementia and mourning
The course is an introduction to Social Psychology. Their aim course is the first introduction of students in basic concepts of Social Psychology, such as social cognition, social performance, attitudes, social influence, social groups (performance, leadership and decision making), prejudice and intergroup relations, conflicts, aggression, positive social behavior and interpersonal relationships. Students are asked to think about the significance of these phenomena, the way they experience them in everyday life as well as their application in educational practices.

As an introduction to the course, elements of Continuing Vocational Training (CVT) economics are presented which set the background for the development of CVT programmes. Subsequently, the methodological framework for analysis and planning activities for the development training programs is described, placing particular emphasis on the presentation of CVT programme design models.

The main body of the course addresses all phases of design and development of continuing education programmes: diagnosis and documentation of educational needs, preparation and organization of the training program, implementation, monitoring trainees after the programme, assessment and evaluation activities of the training programme. Moreover, the content of the evaluation of CVT is presented in detail and specific concepts are analysed, namely the objectives and scope of evaluation, evaluation typology and models and the evaluation process.

In addition, the Single Management Training Projects System, which is the general regulatory framework for the implementation of co-funded continuing vocational training programmes in Greece, is described. Finally, the application of Marketing principles in CVT to attract candidates trainees, is presented.

The course is concluded with the design and implementing simulation of one training programme from each student and its public presentation.
Learning Outcomes
Upon completion of the course students will be able to:

- Understand key concepts about talent and skills
- Use tools to detect “inclinations” in a particular direction
- Use tools to select the right employee in the right position
- Evaluate key soft skills and identify areas for improvement
- Develop soft skills development programs
- To be able to train and train their partners according to the logic of practicing outside their comfort zone in order to be able to develop specific skills in combination with other tools to be presented.
- Get into the philosophy of the talent hotbed.

Course Content
The course focuses on the concept of talent and how it evolves, with what kind of mechanisms and ultimately the well-known stereotype that talent exists or is inherited is discussed in detail. The concept of talent hotbed is also widely discussed. Talent hotbeds are mysterious places and the most mysterious thing about them is that they bloom without warning. The media tends to treat every talent hotbed as a single phenomenon, but in reality it's all part of a bigger, older one pattern. See for example the 19th-century Vienna composers, the writers of Shakespearian England, or the artists of the Italian Renaissance, in which the “little” Florence, with a population of 70,000, suddenly created an explosion of genius artists never seen before in human history. Think of ancient Greece. Greece of philosophy and science. In any case, the echo of the same question is repeated: Where does this extraordinary talent come from? How does it develop?

This Course is about a simple idea: All talent greenhouses do exactly the same thing. They have unconsciously discovered a neurological mechanism which, although not modeled or molded, is able to create some skill-building patterns based on accelerated learning, provided the trainee follows a specific exercise pattern.

In short, some have broken the talent code and the purpose of the seminar is to share it with you. How can we be good at what we do? How is it possible to be talented in what we love? Why are the stereotypes we used so far completely outdated? How can we help our partners evolve into talented performers? What steps should we take? The concept of talent is multidimensional and we aim to decipher it.
This course is an Introduction to the Philosophy of Mind and focuses on the theory and research relevant to issues such as the nature of the mind and its cognitive operations, as these are studied in the modern context of cognitive studies. Cognitive studies refer to the interdisciplinary relationships and cooperation that have been developed amongst fields such as Philosophy, Neuroscience, Cognitive Psychology, Information Technology and Artificial Intelligence in order to study the mind and its cognitive operations. The course is interested to investigate the assumptions and the conclusions reached on the objects of this study.

The Aims of the Course
The course aims to enable students acquire full understanding of the following issues and develop their abilities to recognise, discern, use, assess and criticize themes of special interest on the following issues:

- The conceptual field of the Philosophy of Mind
- The modern conceptual and research field of Cognitive Studies and its relation to and cooperation with the Philosophy of Mind
- The basic traditional and modern theories on mind and cognition
- The relation of the feeling of subjectivity to selfhood
- The basic philosophical theories on personal identity
- The relation between subjectivity and self-consciousness
- The mind – body relation
- The relation between the mind, the brain, consciousness and artificial intelligence
- Artificial intelligence: challenges, unresolved issues and philosophical reservations
- Educational issues and cognitive studies

Course description:
The course consists of eight main thematic parts:

- **Cognitive studies and Philosophy**
  1. Conceptual determination and clarification of terms. 2. History and important developments. 3. The interdisciplinary relation between the Philosophy of Mind and fields such as: Philosophy of language, Theory of knowledge (or Epistemology), Cognitive Psychology, Biology, Artificial Intelligence and Information Technology.

- **Basic issues in the Philosophy of Mind**
and subjectivity.

- **Traditional and modern theories of the mind**
  1. The architecture and the development of the mind.
  2. Traditional and modern theories.
  3. Mistakes, myths, misconceptions.

- **Philosophical issues I: looking for the subject**
  1. Subjectivity and personal identity: conceptual clarifications and important developments.
  2. Identity, memory and experience.
  3. Qualia.
  4. Consciousness and intentionality.
  5. Self-consciousness.
  6. Traditional and modern approaches.
  7. Self-development, self-conception and inter-subjectivity.

- **Philosophical issues II: looking for self-consciousness**
  1. Mind, soul and brain.
  2. Brain and self-consciousness.
  3. Perception and consciousness.
  4. Brain and conscientious experience.

- **The mind – body problem**
  1. Traditional and modern approaches.
  2. From dualism to phenomenology.

- **Cognition, consciousness and artificial intelligence**
  1. Man, mind and machines.
  2. The use of computers in cognitive studies.
  3. Machines and cognition.
  5. Thinking, language and machines.
  7. Embodied intelligence.
  8. Unresolved issues and philosophical reservations.

- **Mind, cognition and education**
  1. The significance of cognitive studies for education.
  2. Educational interventions and therapeutic approaches.

**Teaching methods / Evaluation**

Lectures, ppt presentations, group-work and case-studies. Invited speakers by other academic institutions.

The students' performance is evaluated through: a) their active participation during the course, b) a written exam at the end of the semester and c) or an extended written essay (6,000-8,000 words) to be submitted after presentation on a voluntary basis.

### Course: Foreign language IV (English language IV: Oral presentation skills)

**Instructor:** Ourania Kokkinou, Language instructor

This fourth semester English course is specially designed for the fourth semester students in the department of Educational and Social Policy, University of Macedonia, Thessaloniki, Greece. The course is also available online at [https://compus.uom.gr](https://compus.uom.gr). The aim of the course is to help students develop discipline specific skills that will enable them to communicate more effectively in the specialist field of their studies. In
addition selected units from a specialized coursebook on oral presentations are used to introduce students to the basic principles of speaking in public and help them develop the appropriate oral presentation skills in academic situations.

All texts analysed are relevant to students’ field of studies. They are authentic and are taken from a variety of sources (i.e. magazines, articles, newspapers, the Internet, etc.). In each unit (six in total and an introductory unit) there is a detailed text analysis, accompanied by a variety of exercises, which aims at enabling students to discuss specialised subjects fluently in English from a critical point of view and master the academic jargon they contain. Some of the topics analysed in this course relate to lifelong learning and schools, autism, international education, Piaget’s and Vygotsky’s theories of development, etc.

Assessment is based on a written exam that students take at the end of the course.

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Course: **Foreign language IV (French language IV)**
Instructor: **Myrsini Tzanavari, Language instructor**

In the fourth semester, the course aims to develop skills for the production of written and spoken language is necessary for the academic environment. The course focuses on familiarizing students with the vocabulary of professional environment. Students are invited to produce writing articles about their science and to develop production and processing skills listening comprehension. Also, it perfects the learning of grammar rules (structure of the language). Finally, the teaching of the language is aimed at developing the following competences: communication in the French language, listening comprehension, reading comprehension and develop skills for the production of spoken language. The evaluation is based on a final written examination.

More information and material for the course on Compus.

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Course: **Foreign language IV (German language IV)**
Instructor: **Elena Strantzou, non permanent teaching staff**

*(Description not available)*
In the fourth semester students will complete their essential knowledge of Italian grammar and syntax up to B2 level. Throughout IV semester students will continue to practice their reading comprehension skills. In so doing they will acquire further academic and technical vocabulary to be able to understand texts on Italian cultural, social and environmental matters. Students will also be led to improve their oral skills on more challenging topics, by interacting in Italian with their mother tongue teacher, among each other and with Italian Erasmus students, when available.

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**5 th SEMESTER**

Course: **Group dynamics in education: Theory and practice**  
Instructor: **Efthymios Valkanos, Professor**

The content areas examined are:  
The students plan, analyze and implement microteaching.

Course: **Lifelong guidance and career management skills**  
Instructor: **Ioanna Papavassiliou, Associate Professor**

Learning objectives:  
The general objectives of the Course “Lifelong guidance and career management skills” are: a) to approach the context and necessity of Lifelong Career Counselling in Europe and to become familiarized with the counselling skills needed and b) to approach the concepts skills, key-skills and career skills and to realize their importance for a successful career path. More specifically, after the Course is completed, students
will be able:

I. to know and comprehend:
   - the framework, goals, principles and service networks of Lifelong Career Guidance as defined by the European Union
   - counseling skills: active listening, attentive monitoring, empathy, focusing, emotion reflection, self-disclosure
   - key-skills, their categorization and their connection to career paths and labour market

II. to discern and apply various counseling skills in simulations and role playing
   - to recognize and classify career skills into categories (personal and/or social)
   - to realize which of these skills they have got sufficiently or not

III. to respect the diversity of various target groups in Lifelong Guidance
   - to be open in constantly developing career skills

Course content:
This course enhances the students’ active participation into practicing and developing two kinds of skills: a) counseling skills, necessary in their educational and counseling roles in Adult and Special Education and b) career management skills, necessary to everyone nowadays in order to successfully plan one's career path. The following subjects will be discussed:
   - Theoretical Framework of Lifelong Career Counselling in E.U.
   - Career Chaos in Random Theories in Lifelong Career Guidance and Counselling
   - Counselling skills and Counselor's skills
   - Career management skills, key-skills, and Cross skills
   - Emotional intelligence and Career skills
   - Personal and social skills and their role in employment

Note: Students will be trained in skills development through group micro-teaching about each skill.

Course: **New Technologies in Economy and Human Resources Skills**
Instructor: **Miltiadis Stampoulis, Assistant Professor**

After the course is completed, the students will be able
   - to know and comprehend the:
     - current applications of new technologies in economy
     - effects of new technologies in economy in labor markets and
educational systems
- evolutionary concept of skill
- new skills in demand in terms of new technologies
- relation of new skills in demand in terms of new technologies
- categories of the necessity of the new skills in demand
- composition of specific indicators that measure the reliability of the new skills in demand

- to be skilled in:
  - applying and using new skills in demand in various levels of the new operating conditions of the world economy
  - organizing, implementing and evaluating mild behavioral skills in the current ways of production and labor

- to behave in a way that:
  - consciously estimates the newly acquired knowledge and skills
  - accepts and adopts the newly acquired knowledge and skills in personal and professional level
  - applies a critical status between the new knowledge and skills in terms of the personal level of values

The present course links the development of New Technologies’ applications in the fields of Economy in relation to the required new Skills of the human resources. Therefore, the need to complement digital skills in conjunction with a wider range of mild behavioral skills, currently of significant utility in the new mode of operation of the global economy, is thoroughly analyzed. In these new conditions of the production process, the important status of technology must go hand in hand with the ability of human resources in order to plan production process, make decisions and interpret data and results. Consequently, the course contains various modules related to current ICT applications in the economy, in the context of productive and social change together with their impact on labor markets and education systems, emphasizing the necessity to develop new skills that ensure the integration of human resources with the modern technocratic ally globalized level of production, consumption and living.

Course: Moral Philosophy: Issues in Educational and Social Ethics and Bioethics
Instructor: Sofia Alexiadou, non permanent teaching staff

The aim of the course is to introduce students to the basic conceptual categories of moral philosophy, the content and the conceptual affinities of the main ethical theories and to cultivate awareness and the ability of ethical and critical thinking in the face of modern morally demanding situations, dilemmas and problems. Course description: The course consists of five main thematic parts: A) The first part constitutes an introduction to the basic concepts of ethics, such as: moral rights and
moral obligations, moral decision, moral choice and moral action, moral judgement, moral virtue and habituation, moral duty and moral criteria, moral motivation, utilitarian consequences, the concepts of the person, humanity and social morality, moral autonomy and heteronomy, moral values and the common good, the universality of moral values and judgements, moral absolutism, moral universalism and moral relativism, justice and equality of opportunities. B) The second part addresses the issue of teaching morality: How do we cultivate moral responsiveness to morally demanding situations? The issue is addressed by examining various classical and modern approaches (aretaic/teleological, deontological and consequentialist theories). C) The third part examines issues relating to the concept of “otherness” and “difference”, the need of recognizing and respecting any features that call for special and profound moral consideration, such as (for example): cultural differences, special needs education issues, socio-economic factors, etc. D) The fourth part examines theories of social justice, social and educational ethics. The course aims to invoke critical thinking on an ever growing number of educational and social issues such as: the relation of educational ethics and educational policy, academic deontology, business ethics, etc. E) The last part aims to develop critical thinking about various current issues in the area of bioethics, the uses of modern technology, neuroethics, environmental philosophy, artificial intelligence, etc. Teaching methods/Evaluation Lectures, ppt presentations, group-work and case-studies. Invited speakers by other academic institutions. The students' performance is evaluated through their active participation during the course, a written exam at the end of the semester and an essay to be submitted after presentation on a voluntary basis.

Course: Information Technology X
Instructor: Nikolaos Fachantidis, Associate Professor

(Description not available)

Course: Counseling psychology
Instructor: Stavros Kiriakidis, Teaching fellow

Aims of this course: Students will be able to:
- Learn the basic concepts and principles of counselling, identifying its possibilities and limitations.
- Learn the theoretical approaches in counselling, review their development and understand the role of the social context.
- Understand the principles of each theoretical approach and mark their similarities and differences.
- Understand the skills of an effective counsellor and their role in the development of a strong therapeutic alliance.
Understand the stages of the counselling process and the goals of each stage.
Understand the different fields of counselling and become aware of ethical and legal considerations in counselling practice.

Introduction to counselling. Definition, Content, Aim and Objectives. Definition, content, principles and objectives of counselling are discussed. The importance of counselling is explained. Differences between counselling, psychotherapy and clinical psychology are highlighted.

The Social and Historical context of counselling. The history of counselling and the philosophical foundations are analysed.


The importance of the relationship in counselling. Issues about the relationship between the counsellor and the client, the establishment and the setting of boundaries are analysed.

The stages of the counselling process.

Code of ethics and values in counselling. Representation of professional qualifications and ethical codes in counselling.

Disciplines, context and types of counselling psychology and counselling. The counselling process in practice.

6th SEMESTER

Course: Information Technology IV: Multimedia and Distance Learning
Instructor: Nikolaos Fachantidis, Associate Professor & Ioannis Lefkos, Laboratory Teaching Staff

The principal objectives of this course are to introduce and familiarize students with the application of new technologies in Distant Learning and training, and generally in Continuing Education, as well as to provide in-depth knowledge of the principles upon which these systems are based.

The syllabus consists of:
- Advanced Internet services and their applications for educational purposes.
- Continuing Education and New Technologies: classification and
characteristics of the implemented systems, criteria on system choice.

- Analysis, design, implementation and assessment of integrated systems for use in Distant Learning and education/training.

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**Course:** Labour and Education Economics  
**Instructor:** Miltiadis Stampoulis, Assistant Professor

The content of the course refers the theoretical analysis of the relationship of education and employment in the functioning framework of labour markets. The analysis incorporates the concepts of remuneration from employment in relation to the educational level, the rearrangement of the organization of the labour market in terms of “flexicurity”, the analysis of the active ageing phenomenon and the interpretation of unemployment levels in relation to the educational level.

The second section examines several introductory concepts of Education and Continuing Vocational Training Economics. The theory of human capital is examined, a comparative analysis of vocational education and training models in EU countries is conducted, the cost of funding of Education and Continuing Education is approached, and finally the microeconomic and macroeconomic perspectives of Educational Economics are presented.

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**Course:** Emotional and moral development  
**Instructor:** Maria Platsidou, Professor

Learning outcomes:
The course aims to provide students with the basic knowledge, skills and abilities regarding human emotional and moral development. In particular, students should be able to:

- understand and distinguish the different temperament and personality types of children and adults
- examine and differentiate factors that are likely to affect (positively or negatively) human emotional and moral development
- propose ways to deal with difficulties in emotional and moral development
- understand the importance of play and use the different types of play in educational practice

Course contents:
The course includes the study of emotional and moral development in different stages of life. The major theories proposed to interpret this development are discussed and the factors (individual, social, cultural,
etc.) that have a significant influence on the above are described. Specifically, the topics discussed are:

- Emotional development: the nature, origin and development of emotions, the basic and complex emotions (e.g., feelings of joy, anxiety and fear), how emotions interact with other psychological dimensions, such as thinking, personality, behavior.

- Moral development: Piaget and Kohlberg’s theories on the stages of moral development, ways of studying moral development, empathy, development of pro-social and altruistic behavior.

**Course:** Emotional intelligence in education and the workplace  
**Instructor:** Sophia Hatzinikolaou, non permanent teaching staff

The course aims to provide students with basic theoretical knowledge of emotional intelligence and skills for implementing programs aimed at its development. In particular, they should be able to:

- describe modern models for the interpretation of emotional intelligence (e.g., models of Goleman, Bar-On, Mayer, Salovey, Caruso, Petrides, etc.)

- choose the appropriate psychometric tools for measuring emotional intelligence

- combine theoretical approaches and psychometric tools to design, implement and/or evaluate programs for the development of emotional intelligence.

- synthesize and organize emotional intelligence skills to propose new applications of the concept to education or work (e.g., emotional and social skills training programs)

- consider and differentiate factors that are likely to affect (positively or negatively) the success of programs or applications of emotional intelligence

The course offers theoretical knowledge and opportunities for practicing the applications of emotional intelligence on education and work. In particular, the theoretical part describes the contemporary models for the interpretation of emotional intelligence (e.g., the models of Goleman, Bar-On, Mayer, Salovey, Caruso, Petrides, etc.) and the psychometric tools that have been developed to measure it. It discusses the critique of the concept of emotional intelligence as well as its relationships with factors of individual differences (such as age and gender), with other psychological concepts (such as cognitive intelligence and personality), with various aspects of human behavior (such as academic performance and interpersonal relationships), etc.

In the practical part, students have the opportunity to study and apply some programs aiming at developing emotional intelligence skills in the context of child or and adult education and the workplace. The principles, conditions, and steps of designing and implementing such programs are taught and examples of programs implemented
internationally but also in our country are given. Finally, the students practice themselves in implementing such programs.

Course: Psychology of work
Instructor: Anthony Jude Montgomery, Professor

To course is an introduction in Psychology of Work and Organizational Behavior. The course aims to introduce students to the psychological dimensions of working life, the relationship between work and personal life, and the Psychology of Work as scientific and professional field. The following topics are discussed during the lessons: motivation, stress, selection and evaluation of personnel organizational culture, the learning organization, leadership, performance, health and safety in the workplace and teamwork.

Upon successful completion of the course, students will:

- Know the Psychology of Work as a scientific and professional field
- Be able to analyze, synthesize and evaluate sources and material related to the topic.
- Develop the ability to work in groups and complete team projects
- Have knowledge of how the job interferes with personal life and vice versa.
- Be aware of ethical issues in the field of Work Psychology

Course: Psychopathology of adulthood
Instructor: Olga Zikopoulou, non permanent teaching staff

Aims of this course:

- Understand the stages of child development and define the term of psychopathology. Realize reflections about normal and deviant behaviour.
- Be familiar with the classification of mental disorders, the established systems of classification and their importance in clinical practice.
- Learn the etiological theories /models and theoretical approaches of childhood and adolescent mental disorders.
- Recognize the most prevalent mental disorders in children and adolescents and learn about their clinical symptoms.
- Learn different approaches of mental – health treatments.
- Understand the role of family and other environmental factors in development and treatment of mental disorders.
- Recognize the importance and implications of prevention in mental health care.
- Understand special issues in childhood and adolescent mental
health.
A developmental psychology framework. Early developmental stages and the definition of psychopathology are discussed. Major developmental theories are briefly presented.

Causes of mental disorders. The unit focuses on casual factors of mental disorders.

Clinical picture of mental disorders. The unit focuses on the analysis of diagnostic features using clinical examples and case studies. Recent research data about epidemiology, co-morbidity, causes and treatment are presented. Emphasis will be given on disorders that are not included in other courses.

- Anxiety Disorders
- Mood Disorders
- Attention Deficit – Hyperactivity Disorder (in brief)
- Oppositional Defiant Disorders and Conduct Disorder
- Attachment Disorder
- Gender Identity Disorders
- Other Neurodevelopmental disorders (Autism spectrum disorder, Specific learning disorder, Intellectual disability)
- Schizophrenia spectrum
- Feeding and eating disorders
- Elimination disorders

Special Issues and Prevention of mental health problems. The unit focuses on special issues that influence children’s mental health, like divorce and bereavement. The importance of prevention and its applied disciplines are discussed. Recent research data from preventive interventions are presented.

Course: **Vocational training and development for executives**
Instructors: **Adamos Anastasiou, non permanent teaching staff**

The course will focus on the study of theoretical and practical issues referring to vocational training and development for executives in organizations. The content areas examined are:

- The Role of Vocational Education and Training in Social and Economic Development
- Theories and Models for the Relationship between Education and Vocational Success
- The Benefits of Training and Development – Benefits to the Task– to the Group – to the Individual
Course: Social policy and lifelong learning
Instructor: Sofia Boutsiouki, Assistant Professor, Department of International and European Studies

The fields of social policy and lifelong learning are in close interaction with the contemporary socioeconomic challenges at national (state) and supranational (EU, international system) level. The course aims at helping students to develop a deep insight into these challenges. It analyses the main theoretical and the conceptual framework of social policy and of lifelong learning. It explores the relevant policies of the EU and of the international organisations and presents their development in relation to the arising challenges in the global environment at legislative and operational level. It includes the study of education policies with a special focus on lifelong learning, of employment and unemployment, of social security and health policies, as well as of issues regarding the civil society and social responsibility. Such dimensions are considered important because they are closely connected not only to the contemporary socioeconomic conditions, but also to the necessity of preparing students to confront the challenges of their transition to the labour market.

Course: Applying career counselling to people with disabilities and vulnerable social groups
Instructors: Ioanna Papavassiliou, Associate Professor

Learning objectives:
The general objective of the Course “Applying career counselling to people with disabilities and vulnerable social groups” is to learn about practical applications of Professional Counselling Services. Getting to know the methods and tools used by professional counselors in their everyday practice in Greece and abroad in the cases of people with disabilities and/or other vulnerable social groups will help students obtain important and necessary equipment for their own career as counselors. More specifically, after the Course is completed, students will be able:
  ▪ to discern and apply various psychometric tools appropriate for each vulnerability
  ▪ to use counselling techniques according to the target group
  ▪ to deliver and evaluate the appropriate tool unto the relevant population

Course content:
This Course is totally experiential. Students apply in practice the acquired knowledge in all three previous Courses on Career Guidance and Counselling; they simulate professional counselling services in various cases of disabilities – such as mental disability, autism spectrum
disorders, motor disabilities – and vulnerabilities – such as unemployed over 50, homeless, NEETs, former drug addicts etc. The following subjects will be studied:

- Psychometric tools in Professional Counselling and their applications in people with disabilities and other vulnerable social groups
- Methodologies and techniques in Professional Counselling for people with disabilities
- Methodologies and techniques in Professional Counselling for vulnerable social groups
- Network of Career Counselling for people with disabilities and their services
- Network of Career Counselling for vulnerable social groups and their services

Note: Within the context of this Course: a) professional counselors for people with disabilities and other vulnerable groups participate in class by offering their professional real-life experience; b) the students visit counselling networks, observe the services provided on site and even participate into the practices.

**7th SEMESTER**

Course: **Practicum I**
Instructors:

Occupation of the students in the co-operating organizations regularly twice a week during October, November and December- organization of a program of educational interference to adults or participation in the plan, application and evaluation of a relative program- weekly feedback meetings- composition of a final report.

Course: **Adults education for vulnerable social groups**
Instructor: **Marianthi Karatsiori, Laboratory Teaching Staff**

The course 'Adult Education for Vulnerable Social Groups' aims to provide students with the knowledge and skills that will make them competent to train and counsel vulnerable adults. The course intents to familiarize students with the principles and the methodology of continuing education and enforces the development of critical thinking on the above mentioned topics.
Specific objectives are the students:

- To know and comprehend the basic concepts: adult education, adulthood, social groups, vulnerable social groups, vulnerable and special social groups, social exclusion, social inclusion, equal educational opportunities, mediator role of the trainer, personalized learning and motivation for learning.
- To know the factors that lead to the categorization of different social groups of people into vulnerable social groups.
- To comprehend the characteristics, the special educational needs and the difficulties of education of basic vulnerable social groups, such as people belonging to different cultural groups (repatriates, refugees, immigrants, people with cultural specificities), people with disabilities, the elderly, women, prisoners/ex prisoners, drug users/straightedge, low-educated people, rural residents and the unemployed.
- To comprehend the way to develop education programs for vulnerable social groups as well as the important role of these groups' teacher.
- To acquire knowledge for effective adult teaching techniques in order to meet the challenges faced by vulnerable social groups.

Course: **Human resources management and development in organizations and enterprises**

Instructor: **Efthymios Valkanos, Professor**

The content areas examined are: Personnel and Human Resource Management, Planning and Staffing, Employee Selection and Training, Employee Performance, Appraisal and Compensation, Health and Safety at Workplace, Syndicalism and Labor Relations.

Course: **Access to the labour market for NEETs (Youth out of employment, education or training)**

Instructor: **Doxa Papakonstantinou, Assistant Professor**

The aim of the course is to provide knowledge and develop critical thinking on issues related to the workplace and the wider social problems faced by NEETs, namely young people aged 15-29, who are currently not in employment, education or training. The course content is divided into the following main thematic sections:

- Identification of the NEETs concept. The characteristics and needs of young people, aged 15-29, who are out of employment, education or training are analyzed. In particular, the main subgroups of NEETs, which will be highlighted in the course, are:
- short-term and long-term unemployed youth,
- discouraged young people,
- young people with disabilities and chronic diseases,
- young people with low qualifications and level of education,
- young people with family responsibilities that do not allow them to work; mainly women,
- young people with family problems,
- young people who belong to the most vulnerable social groups;
- young people choosing alternative career paths, such as artistic careers,
- the most privileged

- Presentation of statistics and reports on the position of NEETs in Greece, in member states of the European Union and the Organization for Economic Cooperation and Development. It should be noted that according to OECD data, forty million young people in its member countries belong to the NEET group, with Greece having one of the highest rates.

- Analysis of: (a) the common risk factors for becoming NEETs, (b) the problems - difficulties faced, and (c) the long and short-term consequences of NEETs.

- Present targeted programs, policies and best practices for integrating / reintegrating NEETs into the labor market, education or vocational training. Critical Approach to EU Member States Programs and Policies. Designing Students' Own Programs in Group Collaboration.

Course: Project management in education
Instructor: Athanasios Tsirikas, Laboratory Teaching Staff

Learning Objectives
Upon completion of the course students will be able to:
- Understand the key features of projects and distinguish them from normal production systems.
- Analyze the project in activities and create the Work Breakdown Structure and Activity Networks
- Distinguish between the different organizational structures of project implementing organizations and their impact on project management
- Match resources to project activities and estimate project costs
- Systematically address project uncertainties and risks.
- Create the project Schedule using project networks
- Understand the concept of project cost and evaluate its performance based on specific key performance indicators (KPIs).
- Create the project team based on scientific criteria
- Manage the quality of the project and all stakeholders

Course Content
The Project Management course in Education aims to deepen knowledge
that is particularly useful in the management of any form of education related project, but not only. Specifically, it aims to provide the necessary tools to individuals who wish to upgrade their professional prospects by developing skills related to modern project design, monitoring and project management methods, project selection and evaluation methodology, project budgeting. Students will focus also on learning the bureaucratic practice of project management, the principles of management and the tools used in its implementation, the management of business human resources, and formulating an effective policy control, so that the participants are able to effectively use the entire range of tools, techniques and methods that make up the main body of project management.

Course: Exercise and quality of life
Instructors: Alexandra Lailoglou, Special educational personnel

The aim of the course is the obtainment of general knowledge of physical education and the planning, organizing and implementation of programs in team sports for all ages and also for people with disabilities. Programs of team sports aim at improving the biological level of athletes, the use of leisure time and pleasure of the participants. In addition, the course provides basic knowledge about the concept of exercise and its benefits, team sports and lifelong exercise. In particular emphasis is given to exercise with systematic guidance, as it is an essential social investment, due to the improvement of quality of life, the development of interpersonal relationships and the better relationship between man and nature.

Specifically, the issues mentioned in the course are:

- Concept of Exercise - Benefits of exercise - Lifelong exercise.
- Leisure time and team sports - Utilization of leisure time with physical activities.
- Contribution of exercise and physical activity to quality of life.
- Stretching
- Exercise in childhood and adolescence.
- Exercise for adults.
- Exercise for the elderly.
- Exercise for people with disabilities.
- Basic principles for creating exercise programs.
- Motives to participate in exercise programs.

Design and implement of exercise programs to entities (institutions, local authorities, organizations, etc.).
Course: Practicum II
Instructors:

Occupation of the students in the co-operating organizations regularly twice a week during February, March, April and May - organization of a program of educational interference to adults or participation in the plan, application and evaluation of a relative program - weekly feedback meetings - composition of a final report.

Course: Information technology IX: Enterprises 2.0 and the new Entrepreneurship
Instructor: Athanasios Tsirikas, Laboratory Teaching Staff

Learning Outcomes:
The course analyzes the components of modern e-Business with an emphasis on e-Commerce in order to enable students to select, implement and evaluate e-business models.

Upon successful completion of the course the student should be able to:

- Present and analyze e-Business models
- Analyze the components of a modern eCommerce business such as: eCommerce Platform, User Experience, Payments, CRM & ERP, Digital Marketing, Branding, Digital Advertising (Digital Advertisement), SEO, Social Media, Affiliate Marketing, Web Analytics.
- Create business proposals using tools that will be presented in the course
- Use business simulation tools to avoid risks
- Design and develop a prototype online store with online tools & services

Course Content:
The purpose of the course is to familiarize students with the concepts, methods and techniques of modern e-Business, Entrepreneurship 2.0 as we call it, to demonstrate the analogy with web 2.0, 3.0 & 4.0.

Specifically, students attending the course acquire basic knowledge of modern digital businesses: development of techniques and methods, case studies, modern funding processes, development processes, their ethical
dimensions. They also get familiar with some forms of modern business such as social enterprises and "green" businesses within a 106 context of reference to the profession that they may pursue after graduation.

Entrepreneurship, moreover, is considered as a broader concept, not necessarily related to economic activities, but more to the concept of innovation and design in all areas of life.

Students, as part of the course, are encouraged to design and evaluate small or individual businesses (always within a broader version of entrepreneurship) and in general to complete actions, in order to highlight their abilities and skills.

Course: Information technology XII
Instructor: Nikolaos Fachantidis, Associate Professor

(Description not available)

Course: Science education
Instructor: Ioannis Lefkos, Laboratory Teaching Staff

Learning outcomes: After successfully completing this course, the students will develop a better understanding about basic scientific concepts and will also be able to design and implement teaching / learning activities on topics related to science, aiming at fostering knowledge, attitude and abilities of their future students.

Course content: Initially, the current situation will be presented, concerning Science Education in national, European and international level and also the trend for a holistic approach, under the scope of STEM education.

Moreover, there will be a discussion about the learning theories in accordance with Science Education. Emphasis will be given to the inquiry-based approaches and the way these can be used to foster not only the understanding of concepts, but also aspects of scientific methodology.

Finally, during this course, students will be asked to evaluate, design and implement teaching / learning activities, using simple everyday life or digital materials and media to support inquiry-based approaches.
The content of the module is organized around governance models, organizational factors, techniques and tools for identifying and evaluating skills and certifying qualifications. The module analyzes human resource planning approaches, as well as the role of non-formal and informal skills in mobility and talent management.

Organizational factors and functions such as job planning, selection and development of human resources are also analyzed in the recognition of skills and qualifications. Current trends such as microlearning and microcredentials are analyzed. The module analyzes tools used in the field such as occupational standards, the National, Transnational and Sectoral Qualifications Framework and the role of qualification certification bodies in recognizing the skills of the workforce. The module is completed with workshops related to the development and evaluation of digital skills as well as professionals skills such as adult educators skills etc.

**Learning Outcomes:**

Upon participation and successful completion of the module students will be able to:

- Understand human resource planning models in depth.
- Evaluate the role of recognizing non-formal and informal skills in the horizontal and vertical workforce mobility.
- Understand the mechanisms and procedures for the recognition of skills and certification of qualifications.
- Understand qualification scheme development standards according to ISO standards and / or certification of qualifications schemes.
- Be familiarized with the technologies that are developed around the recognition of skills and the certification of qualifications (gamification, AI, machine learning).
- Apply skills assessment techniques and models.
- Make decisions about skills recognition and certification techniques.
- Design training paths for the certification of skills.
Course: Learning and Developing Skills in Workplace
Instructor: Maria Sitziouki, Assistant Professor

The content of the module is organized around the basic theories of learning and human resource development in the workplace with a focus on the skills approach. Phenomena of over-education and under-education are examined in terms of the dimensions of demand and supply of skills. The module also analyzes the macrolevel (culture and technology) and external factors that influence organizational learning, elaborate on models of strategic environment analysis (SWOT, PESTLE) and formulates the basic principles and procedures for designing talent management programs in organizations. The module looks into theories and approaches for personal and professional learning and skills development in organizations (mentoring, coaching, learning, training). It also examines the use of digital technologies in learning and skills assessment and the key role of analytics methodology and key performance indicators for learning.

Learning Outcomes:
Upon participation and successful completion of the module students will be able to:

Link and evaluate the development strategy of organizations with the development strategy of human resources.
Understand the learning and talent development strategies in organizations.
Understand theories of work-based learning and approaches to develop skills in the workplace.
Apply the full cycle of learning and development, from the diagnosis of skills to the evaluation of programs and achievements.
Apply techniques of professional and personal workforce development.

Course: Issues of diversity and social justice in School Psychology
Instructor: Anastasia Plalti, Professor

The aim of the course is to introduce students to a unified, interdisciplinary approach within the broader field of School Psychology, that of Multicultural School Psychology, through the study of the ways in which social justice, privilege and diversity influence and are influenced by everyday experiences, research interests and involvement in academic and non-academic settings. During the course, students will discuss issues of diversity related to
various dimensions of identity (gender, ethno-cultural background, social class, age, religion / spirituality, sexual orientation, gender identity, etc.) and will be informed about the role of experts/professionals in diversity management of diversity along with family and the community involvement through the critical study of scientific works, research programs and specific cases. In addition, students will understand the complex nature of the individual in his/her interaction with the environment taking into account the dynamics of social oppression, heterogeneity and social functionality and will explore their personal values, beliefs and behaviors that may limit their ability to provide effective services to people from a variety of backgrounds.

Upon successful completion of the course students will be able to:

- demonstrate awareness and understanding of how their personal values and prejudice affect their ability to work effectively with people with different values and beliefs
- know and discuss concepts and theories of cultural (in the broadest sense) development
- address issues of diversity and social justice at the individual, systemic, and community level
- elaborate on multicultural theories, knowledge, beliefs & techniques necessary to provide effective services to culturally diverse populations
- advocate for equality and social justice as they address issues of diversity in their work and non-work environment and
- demonstrate cultural competence and communication skills when providing services to culturally diverse populations.

Course: Professional Ethics & Ethical Behavior
Instructor: Anastasia Plalti, Professor

The aim of the course is to explore the ethical rules and responsibilities underpinning the teaching profession in general. In addition, it aims to prepare the students by providing them with knowledge so that they can face potential problems in their workplace.

Upon successful completion of the course the students will be able to:

- recognize the principles of ethics and behavioral criteria underpinning their workplace
- distinguish the rights, obligations and duties related to the exercise of their profession
- recognize the professional situations that pose ethical dilemmas
- demonstrates the ability to reflect critically on their professional and pedagogical practices at community, national and global level
- use their knowledge and skills in order to achieve the formation of their professional identity through reflection and personal dialogue
• apply the knowledge acquired in professional situations which pose ethical dilemmas and
• prevent and solve problems that arise in their workplace by developing skills and abilities of communication and cooperation with all those involved.