TEACHER EDUCATION AND CPD MODEL

By
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Mission:

- A well trained, motivated, knowledgeable, competent, committed and ethically sound cadre of teachers and education personnel who understand quality education and demonstrate the capability to deliver it to government school students in Punjab.
Functions:

- **DSD**: An apex organization that ensures quality learning through:
  - Pre-service training of Prospective Teachers
  - Induction Level Training of Teachers and Education Managers
  - In-service Teachers Training and Professional Development of Education Managers
  - CPD Framework for Primary School Teachers
The training model employs both the **Cascade Model** as well as **Direct Model** of training.
Teacher Education in Retrospect--- Need for Reform

- No linkage between Pre service & In service education & training
- Training courses centrally designed without TNA
- Training organized on ad-hoc basis
- No follow up & support
- Untrained & poorly qualified trainers
- Inadequate incentives
- Lack of monitoring & evaluation
Major Shift in Conceptual Structure

**Previous Conceptual Structure**

- Pre-Service Education & Training (GCETs)
- In-Service Education & Training

- Lack of Support and Follow-up

**New Model**

- In-service Education & Training
- Pre-service Education & Training
- Training Follow-Up
- Other Pedagogical Support
- Incentives
- Accountability
- Accreditation and Licensing
- ISO 9001 - 2008
Changes in CPD Framework

Old CPD Framework
Teacher Specific

- 22 LQTs per DTE
- 2 DTEs per CTSC
- Cluster radius 16 km

New CPD Framework
School Specific

- 10-15 schools per DTE
- All teachers
- Cluster radius 16 km
- 1-5 DTEs per CTSC
- 10-75 schools per cluster
Top Management of CPD

School Education Dept. Punjab (Secretary)

Programme Director
DSD Punjab

Course Coordinators (5)

Additional Programme Director

RPM-I
Rwp + Guj

RPM-II
Fsd + Sgd

RPM-III
Bwp + Swl

RPM-IV
Multan+ DGKhan

RPM-HQ
Lah+Office

Deputy Directors (5)
Middle Management of CPD

- Regional Programme Manager
  - DTSC Head District-1
    - TE-1 Cluster(1-20)
  - DTSC Head District-2
    - TE-2 Cluster(21-40)
  - DTSC Head District-3,4,5,6,7,8
    - TE-1 Cluster(41-60)
  - TE (A&F) DTSC
Components of CPD Model

1. Planning
2. Assessment
3. Mentoring
4. Professional Development (continuously)
5. Reporting
6. Coordination
7. Monitoring
8. Management (Supportive Role)
CPD Chain For LTEs, DTEs & PSTs

- **Training**
  - 1-week LTEs Training at DSD (December)
  - 2-Week Training of DTEs at DTSC (March)
  - 2-Week Diagnostic Training of PSTs at CTSC (June-August)

- **PD Days**
  - 2-Day LTEs Training at DSD (August)
  - 1 Day Training of DTEs at DTSC (9 months)
  - 1 Day Training of PSTs at CTSC (Quarterly)

- **Mentoring**
  - 1-Day LTEs Training at DTSC (Last week of March)
  - 1 Day Training of DTEs at CTSC / Target School (Bi-annually on remedial days)
  - 1-Day Training of PST at classroom (8 months)
Assessment of Students (G3-5) by DTE
Grade 3, 4 & 5 Students Coverage for assessment activity in 2010-11 & 2011-12

![Bar chart showing percentage of students appeared in assessment indicator-1 for September to February in 2010-11 and 2011-12.]
Comparison of learning for Grade 3, 4 & 5 students in 2010-11 & 2011-12
Mentoring Areas

- **Taleemi Calendar**
- **Lesson Planning**
- **Use of support material**

**Requirement**

- **Observation**
  - Activity Based Teaching & Learning
  - Interaction with students
  - Classroom Management

**Output**

- **Students Assessment**
- **Home work / Class work**
- **Teacher Reflection Diary**
Professional Development

Classroom Teaching by Teachers (PSTs)

- Reflection of Teacher on Teacher Diary
- Observation by DTE

Professional Development Day of Teachers (Quarterly)

- Model lessons by DTEs on weak areas
- Problem Solving by DTEs & CTSC Head

Professional Development Day of DTEs (Monthly)

- Model lessons by LTEs on weak areas
- Problem solving by LTEs, DTSC Head and DEOs / EDO
PD-Day at CTSC by DTEs
PD-Day at DTSC by LTEs
# Functions of DTSCs and CTSCs

## DTSCs
- TNA of ESTs, SSTs & SS
- Preparation of Action Plans for CPD activities
- Coordination at district level for CPD activities
- In-service training organization at district
- Provision of professional support to teachers & managers
- Monitoring, evaluation and quality assurance of trainings at district level

## CTSCs
- TNA of PSTs
- Provision of professional support to PSTs through mentoring and follow up
- Coordination at cluster level for CPD activities
- Host for all teacher development activities
- Provision of feedback to DTSC and DSD.
Reporting

School
- Preparation of Student Wise Report
- Preparation of Teacher wise Report
- Delivery of Report Cards to parents

CTSC
- Preparation of CTSC File
- Delivery of reports to schools

DTSC
- Preparation of district reports
- Delivery of reports to CTSC Heads, D.C.C

DSD
- Preparation of provincial reports
- Delivery of reports to provincial and district authorities
# Coordination in CPD

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Coordination between</th>
<th>Frequency</th>
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<tbody>
<tr>
<td>1</td>
<td>PSTs and DTEs</td>
<td>Twice in month</td>
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<tr>
<td>2</td>
<td>PST and CTSC Head</td>
<td>Quarterly</td>
</tr>
<tr>
<td>3</td>
<td>HT and CTSC Head</td>
<td>Monthly</td>
</tr>
<tr>
<td>4</td>
<td>DTE and CTSC Head</td>
<td>Daily</td>
</tr>
<tr>
<td>5</td>
<td>CTSC Head and TEs</td>
<td>Quarterly</td>
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<tr>
<td>6</td>
<td>TEs and DTSC Head</td>
<td>Daily</td>
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<tr>
<td>7</td>
<td>CTSC Head and DTSC Head</td>
<td>Monthly</td>
</tr>
<tr>
<td>8</td>
<td>DTSC Head, EDO and DMO</td>
<td>Monthly</td>
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<tr>
<td>9</td>
<td>DTSC Head, TEs and DSD</td>
<td>Bi-annually</td>
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<tr>
<td>10</td>
<td>EDO, DEOs and DSD</td>
<td>Bi-annually</td>
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Meeting of Departmental Coordination Committee (D.C.C)

Frequency: Once a month
Head of committee: DTSC Head
Member-1: EDO (Education)
Member-2: DMO
Place of meeting: DTSC

Functions:
1. To address issues reported by their subordinates
2. To propose solution of un-resolved issues
3. To send minutes of meeting to concerned RPM
Monitoring in CPD Framework

- Through report file
- Telephonically
- Physically
- Through smart phone
  - Monitoring by RPM, DTSC Head, TEs, DTEs according to plan,
  - Monitoring by EDO
  - Monitoring by DMO
  - Monitoring by CTSC Heads
THANKS