



# TEACHER EDUCATION AND CPD MODEL

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By

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# Mission:

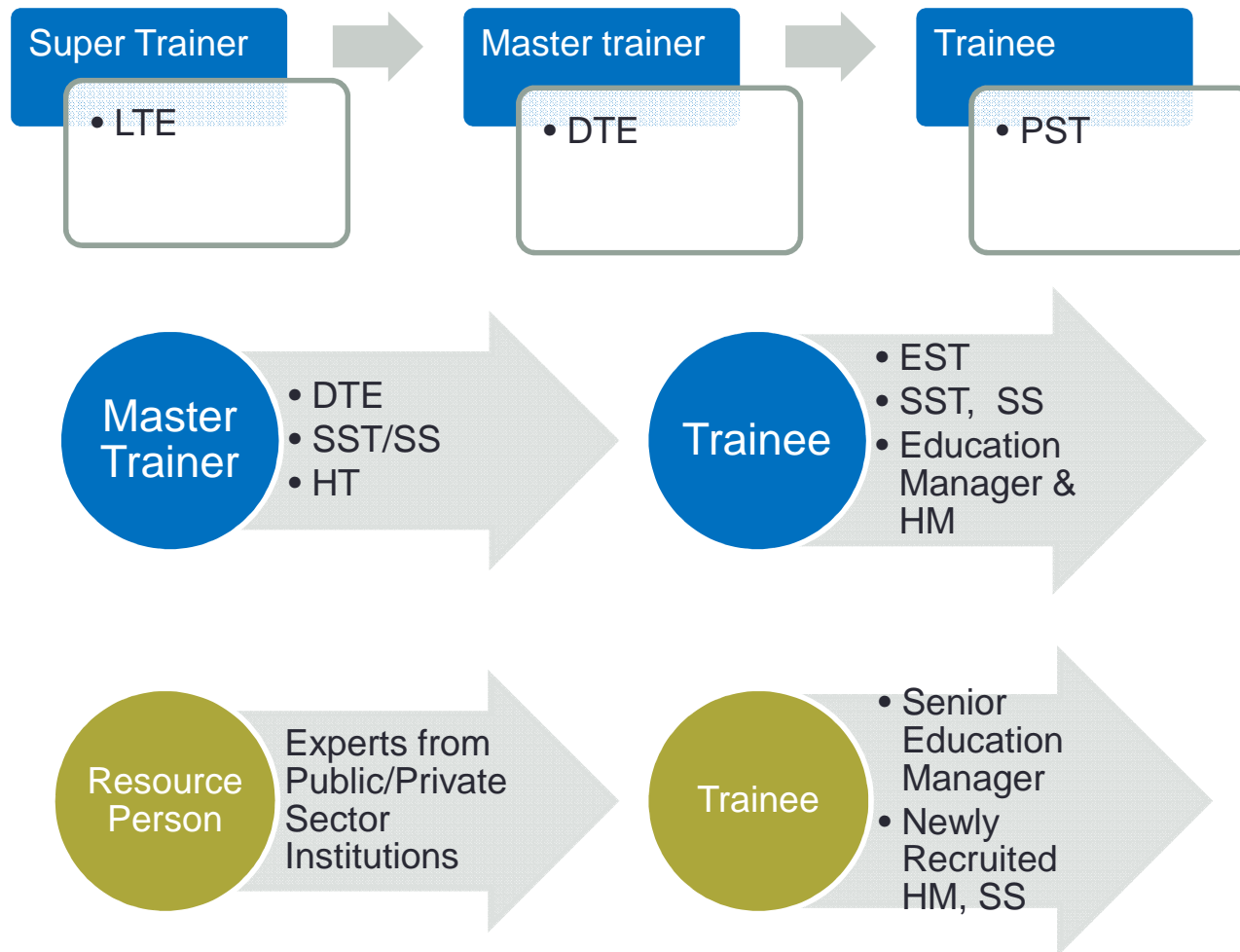
- A well trained, motivated, knowledgeable, competent, committed and ethically sound cadre of teachers and education personnel who understand quality education and demonstrate the capability to deliver it to government school students in Punjab

# 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**

# Training Model

- The training model employs both the *Cascade Model* as well as *Direct Model* of training

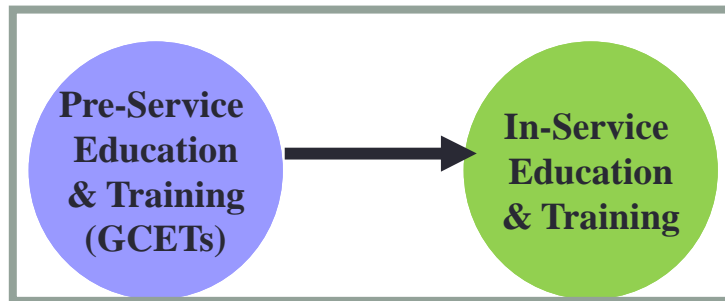


# Teacher Education in Retrospect--- Need for Reform

- 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

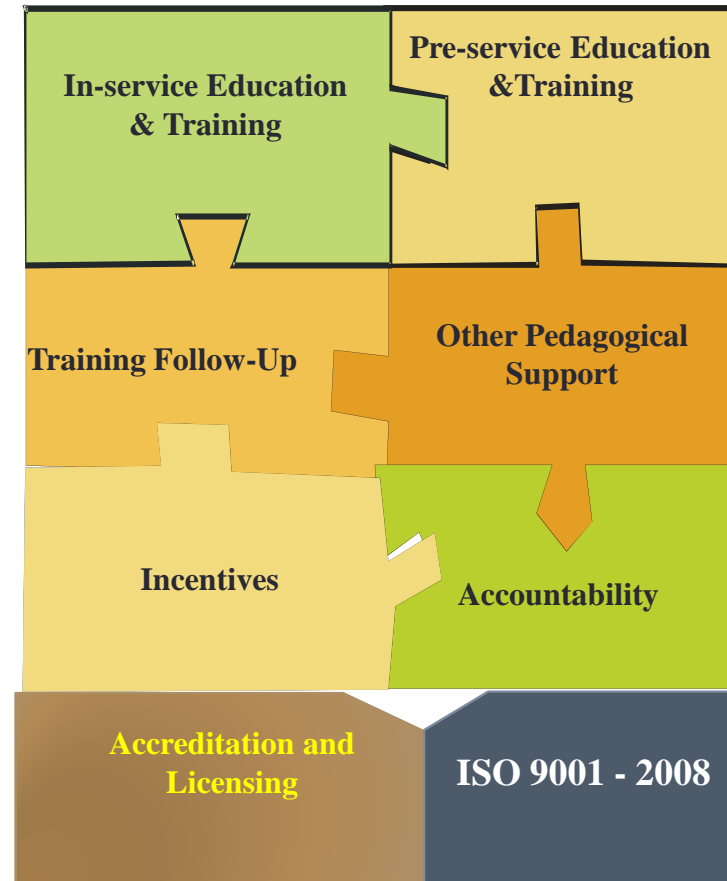
# Major Shift in Conceptual Structure

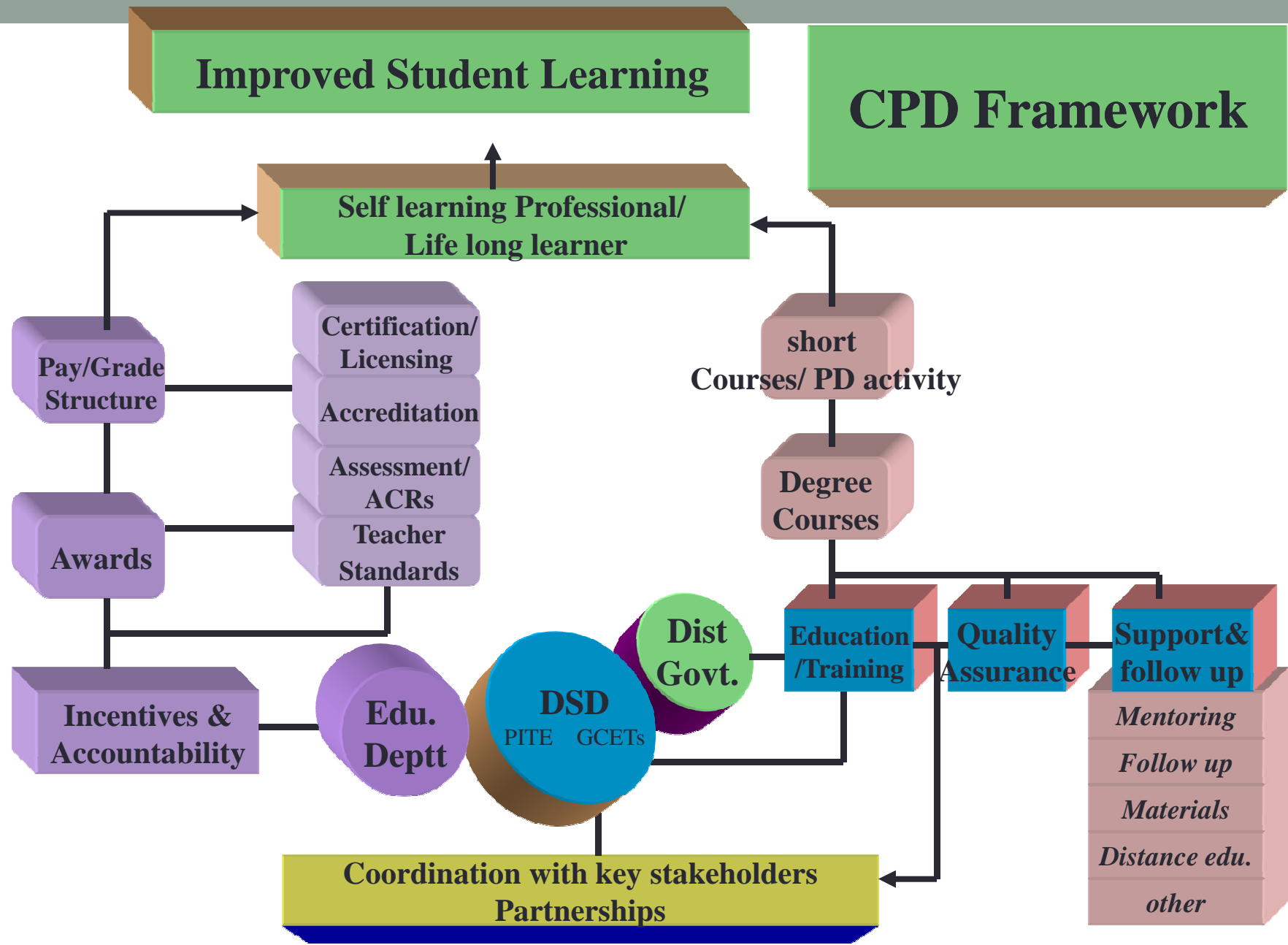
## Previous Conceptual Structure



Lack of Support and Follow-up

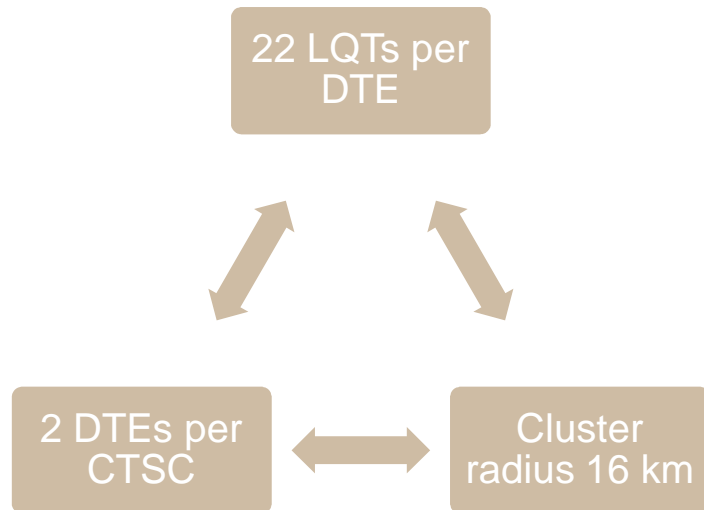
## New Model



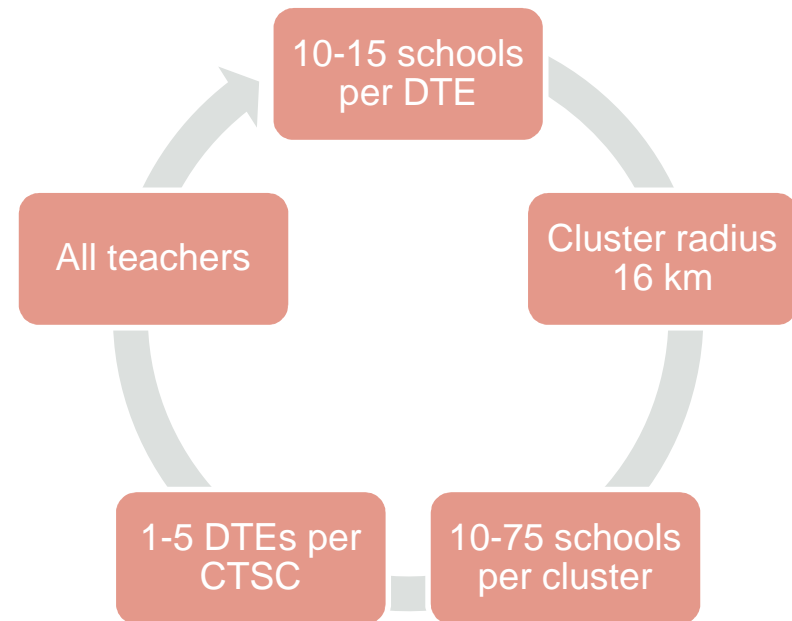


# Changes in CPD Framework

Old CPD Framework  
Teacher Specific

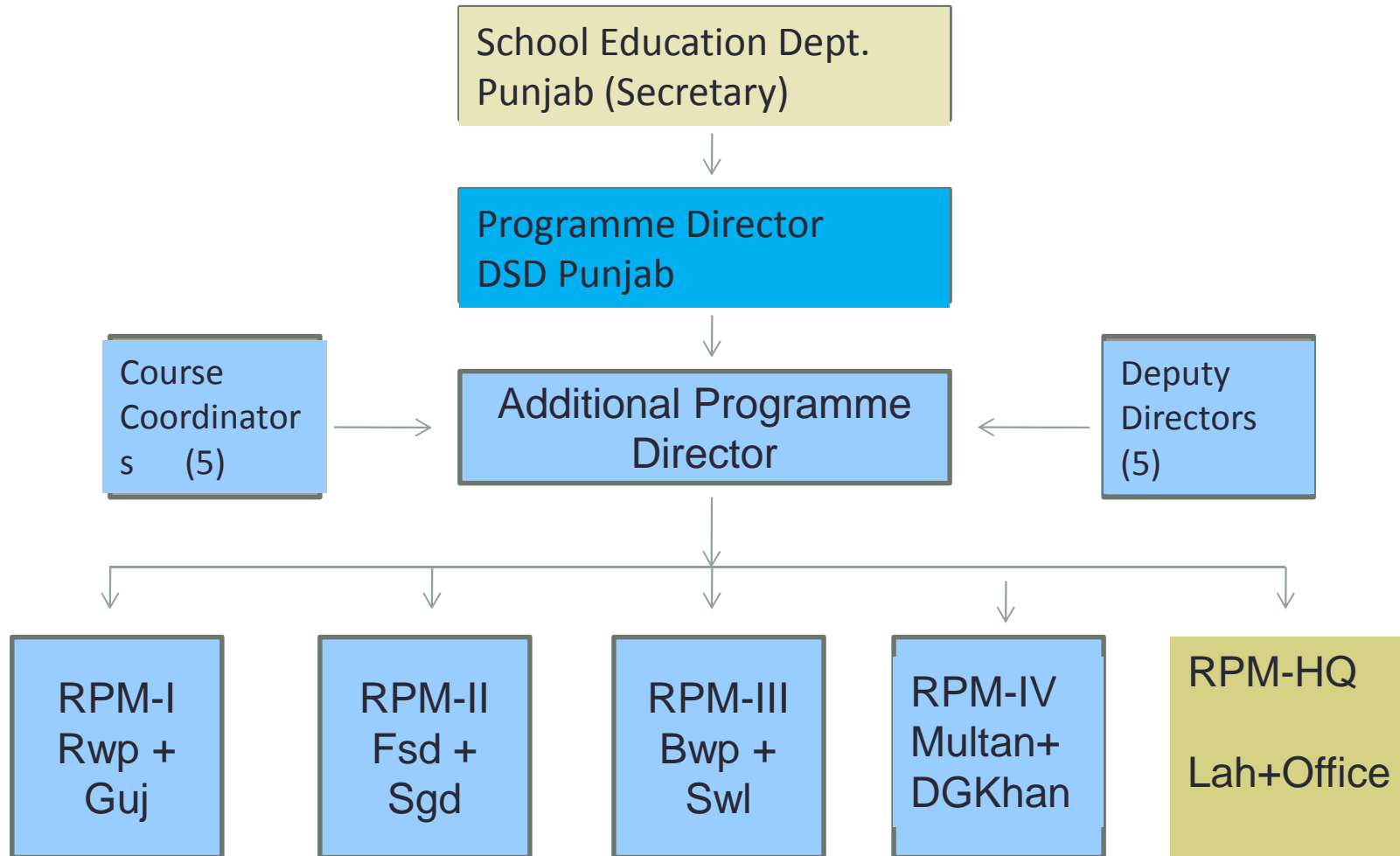


New CPD Framework  
School Specific

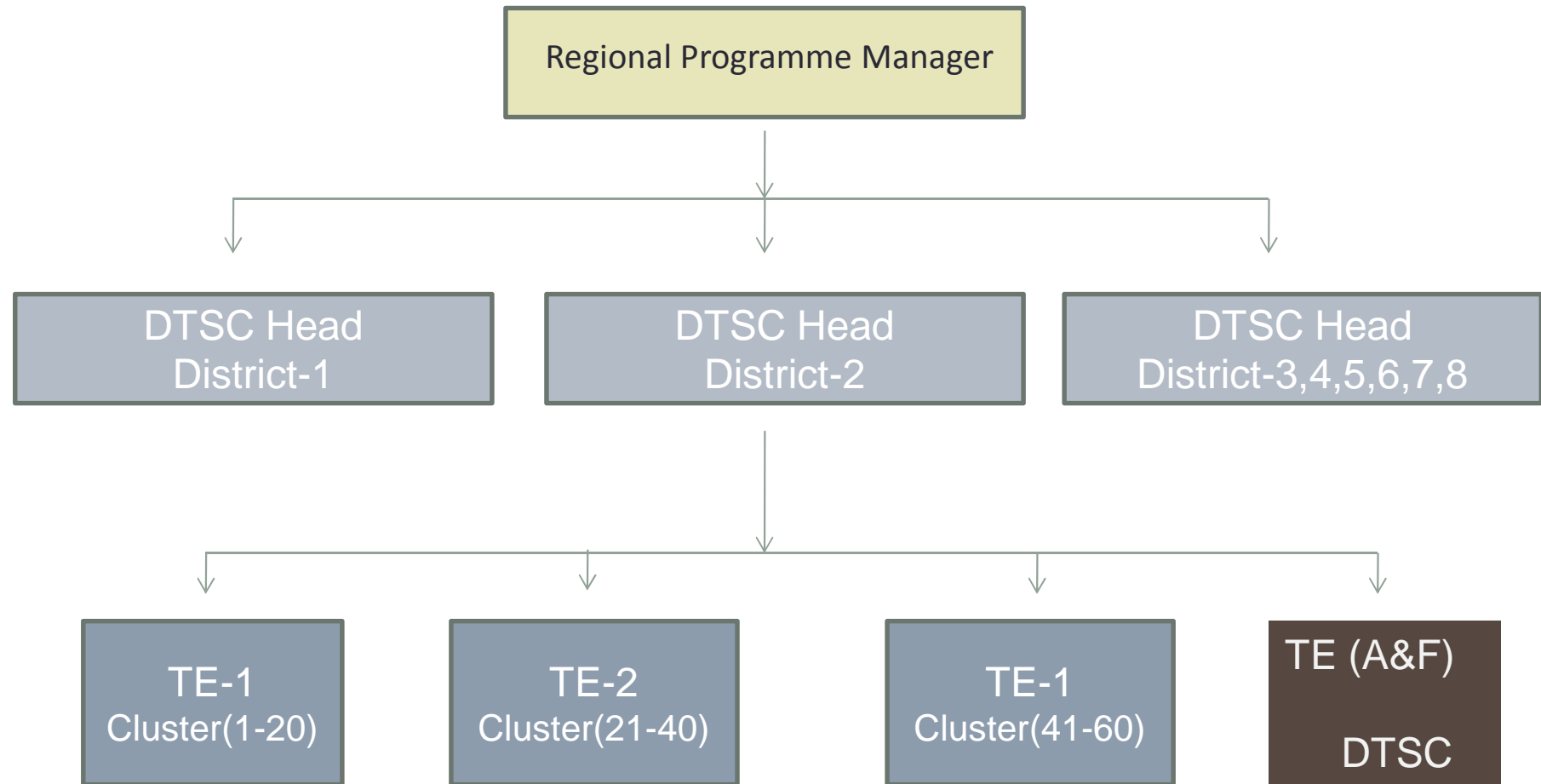




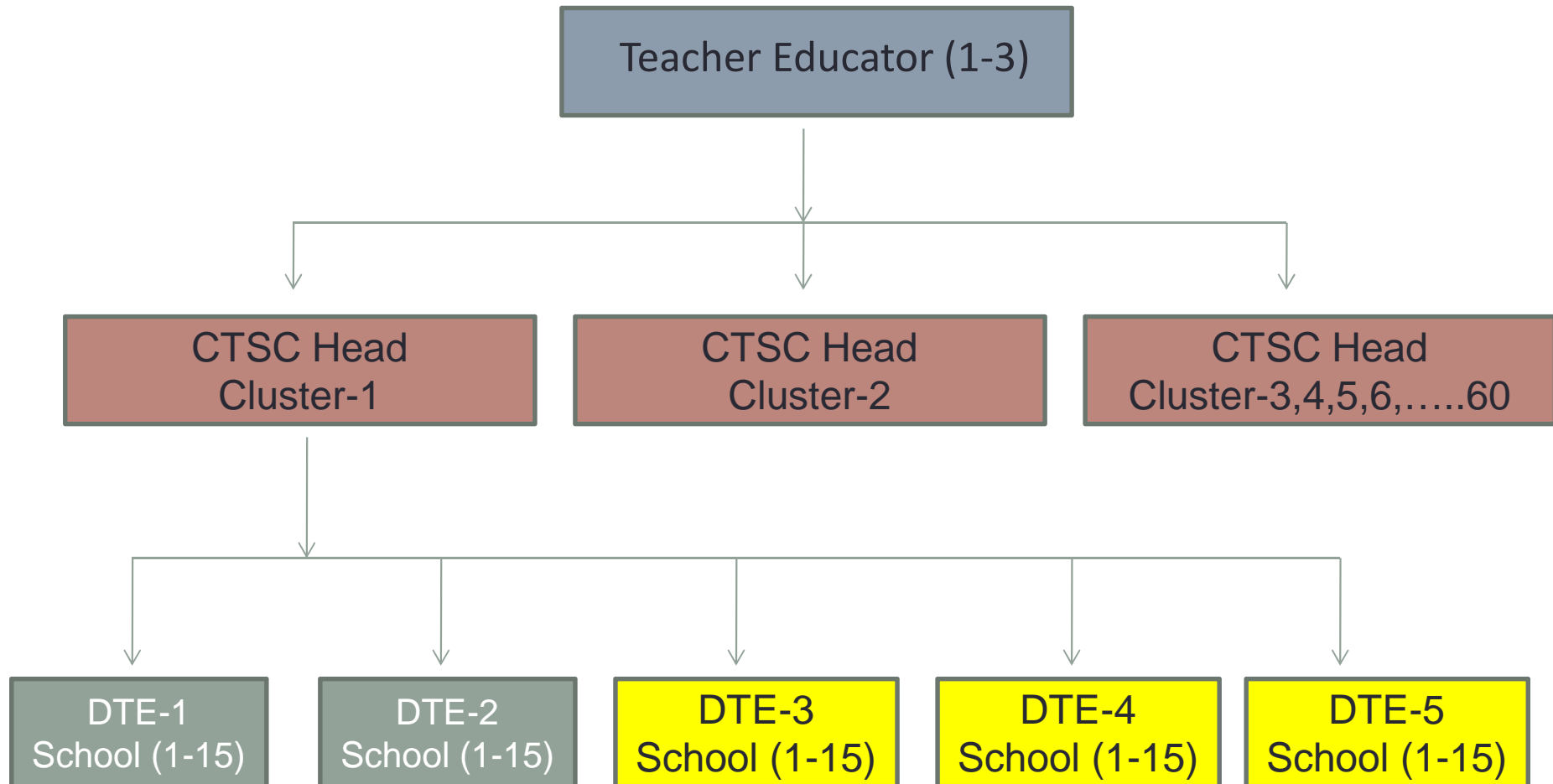
# Top Management of CPD



# Middle Management of CPD



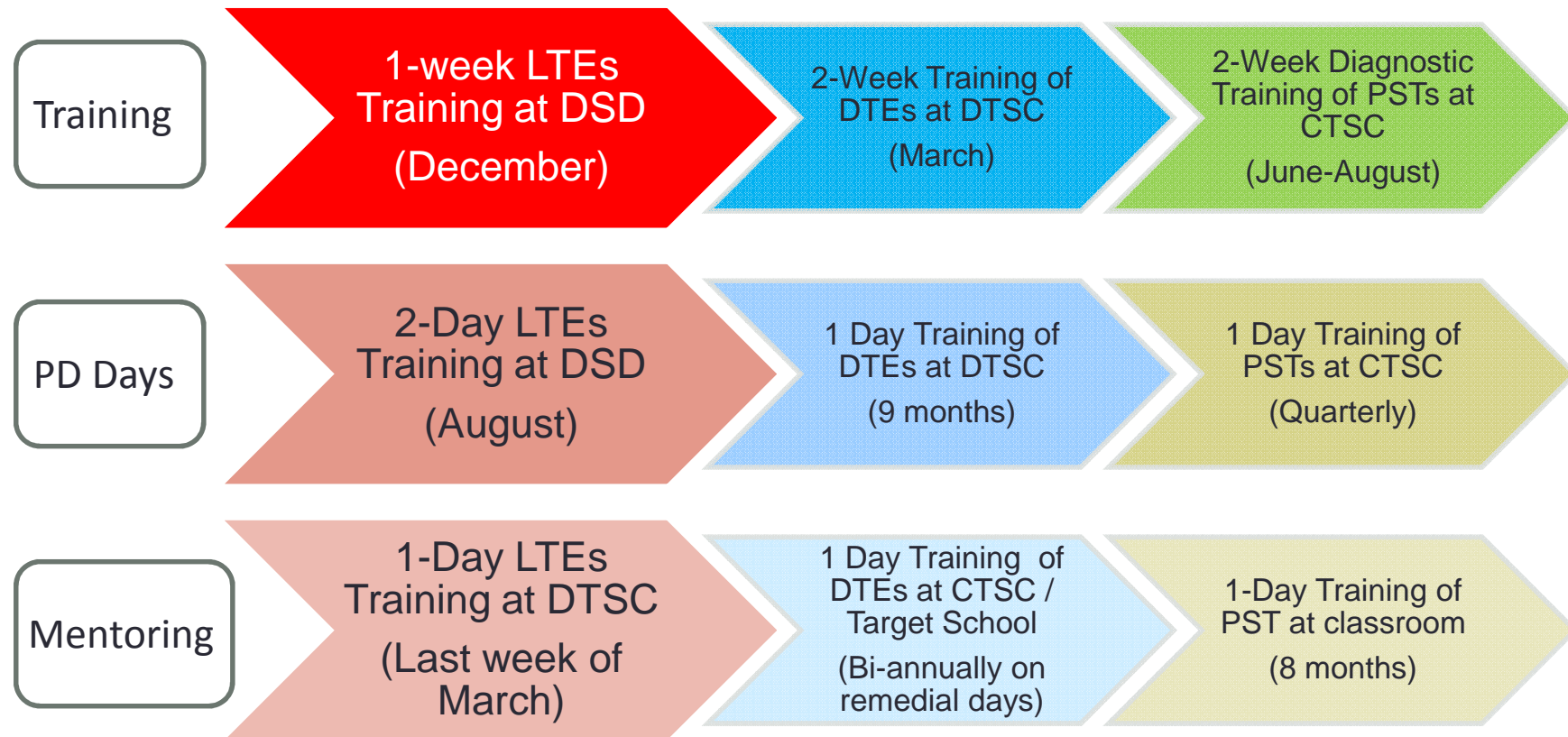
# Bottom Management of CPD



# Components of CPD Model

1. Planning
2. Assessment
3. Mentoring
4. Professional Development (continuously)
5. Reporting
6. Coordination
7. Monitoring
8. Management (Supportive Role)

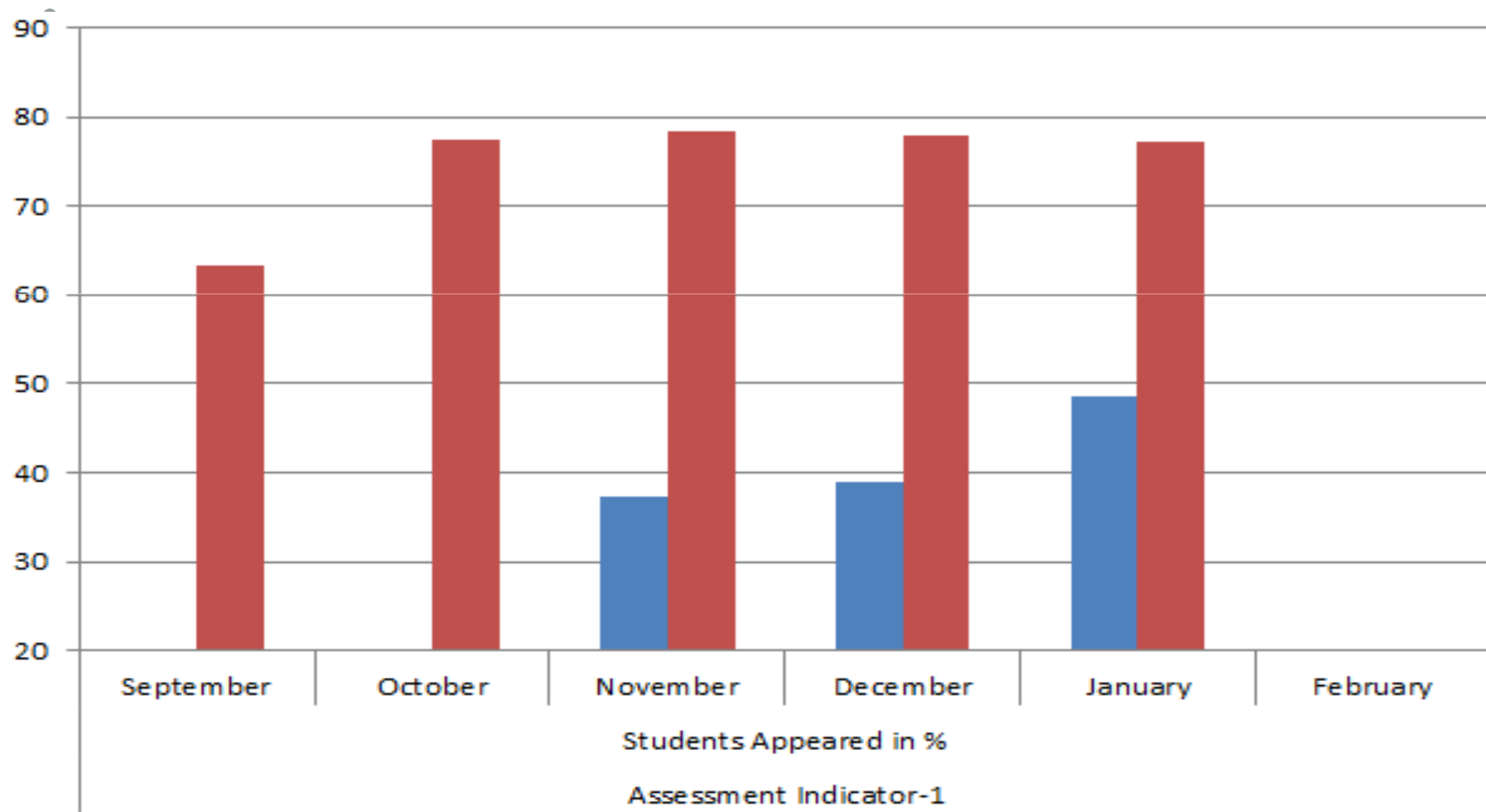
# CPD Chain For LTEs, DTEs & PSTs



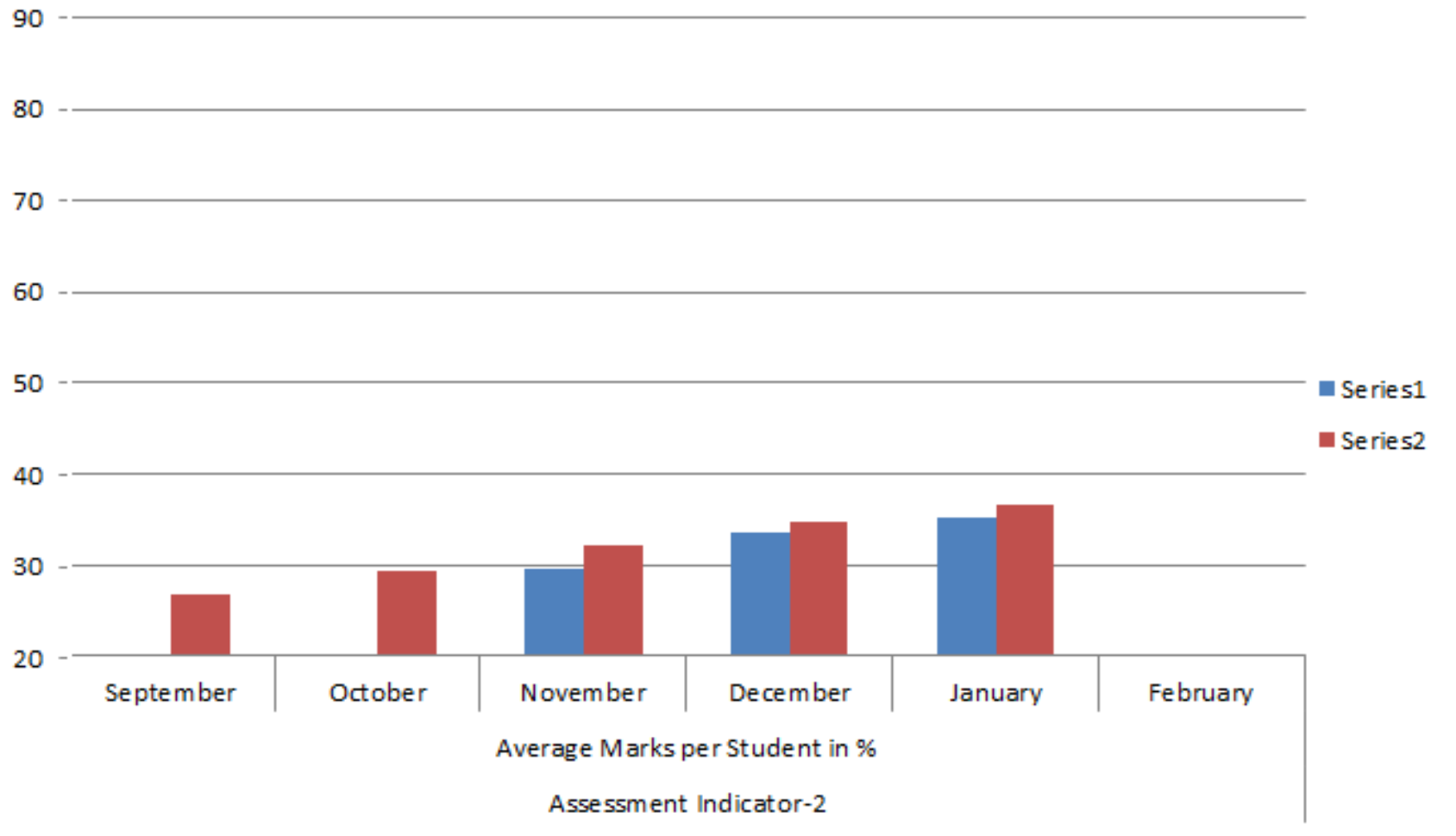
# Assessment of Students (G3-5) by DTE



# Grade 3,4 & 5 Students Coverage for assessment activity in 2010-11 & 2011-12

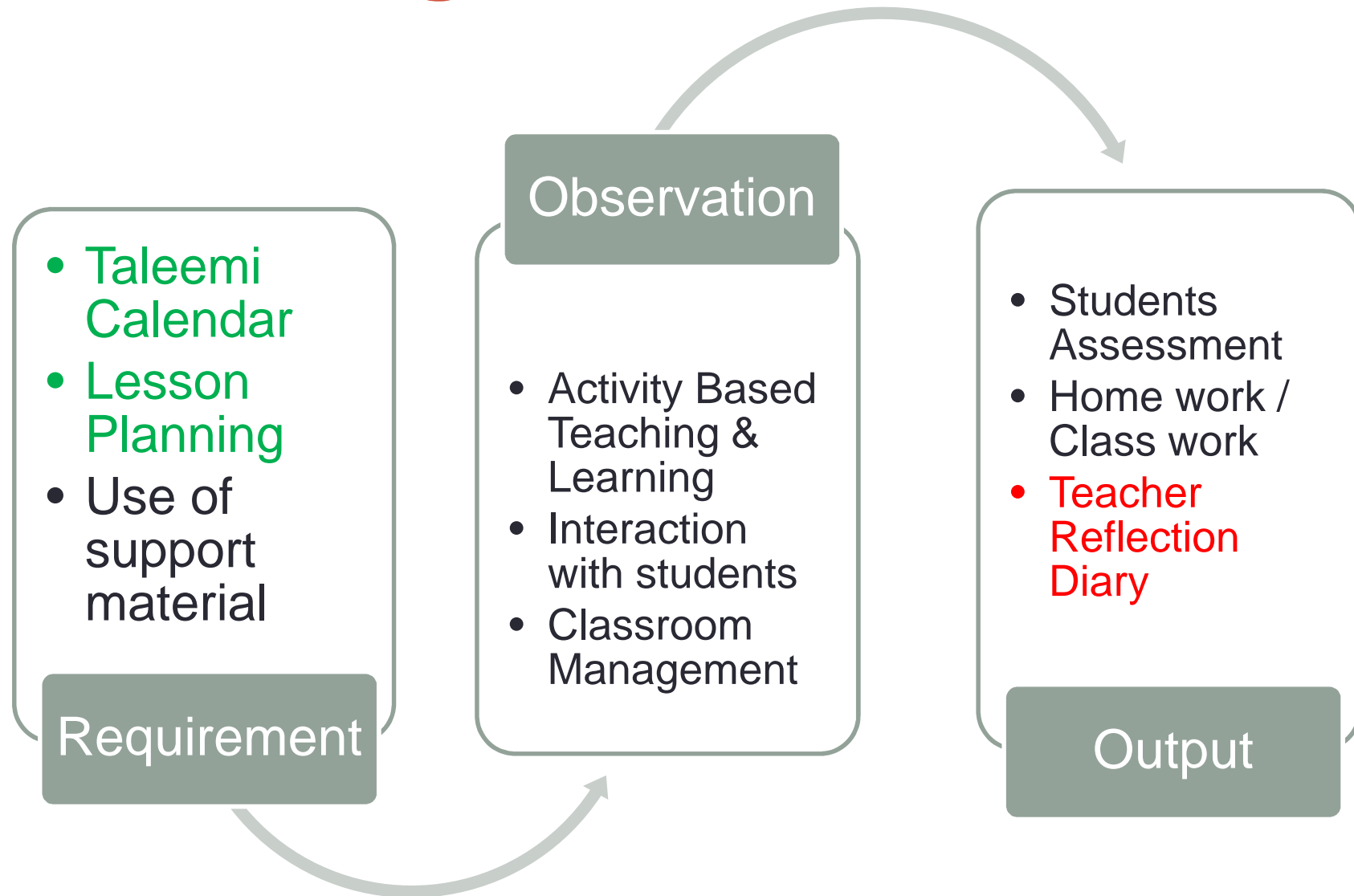


# Comparison of learning for Grade 3, 4 & 5 students in 2010-11 & 2011-12





# Mentoring Areas



# 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

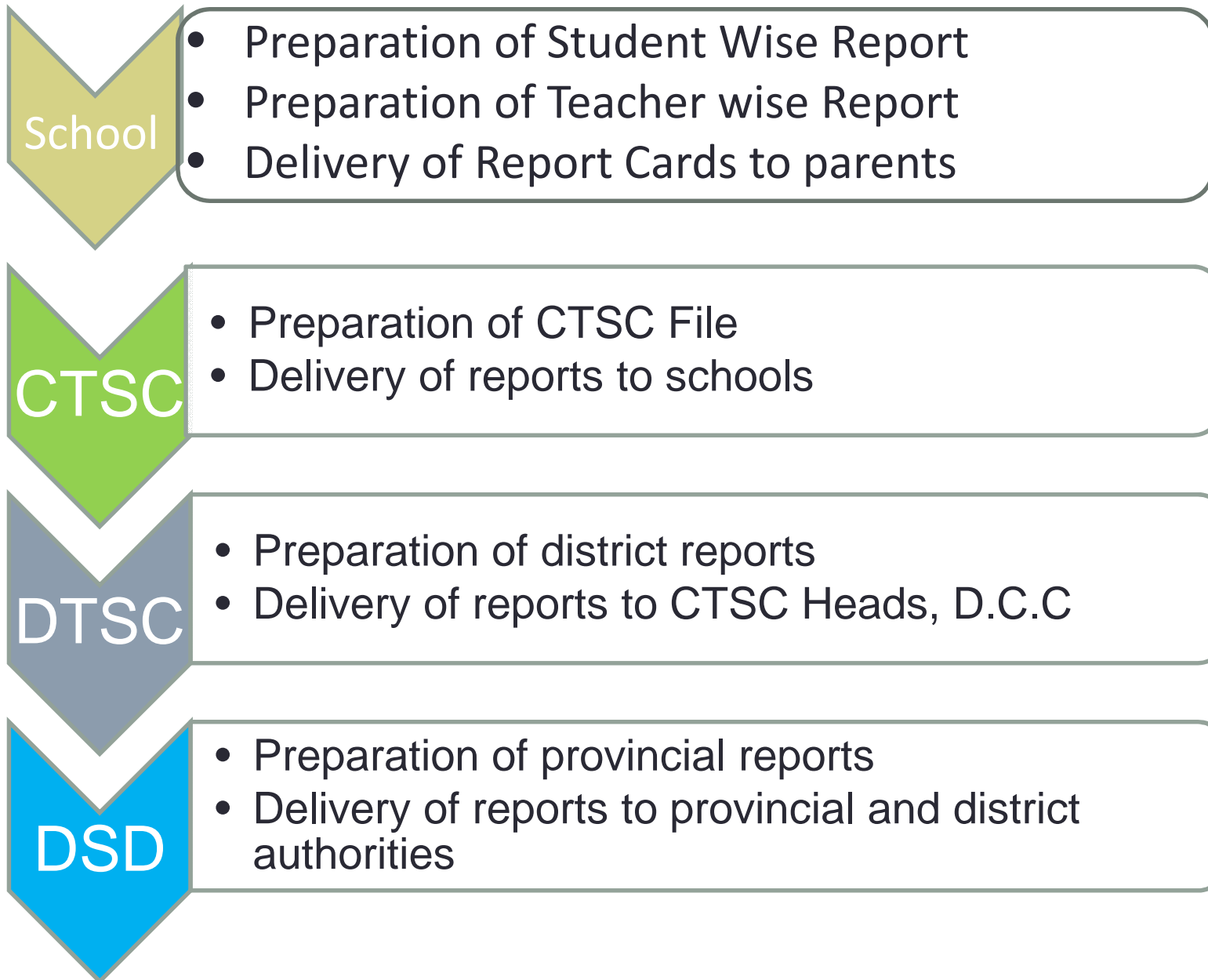
## DTSCs

- 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



# Coordination in CPD

Sr. No.	Coordination between	Frequency
1	PSTs and DTEs	Twice in month
2	PST and CTSC Head	Quarterly
3	HT and CTSC Head	Monthly
4	DTE and CTSC Head	Daily
5	CTSC Head and TEs	Quarterly
6	TEs and DTSC Head	Daily
7	CTSC Head and DTSC Head	Monthly
8	DTSC Head, EDO and DMO	Monthly
9	DTSC Head, TEs and DSD	Bi-annually
10	EDO, DEOs and DSD	Bi-annually

# 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**