

PROFESSIONAL DEVELOPMENT FOR QUALITY EDUCATION



DIRECTORATE OF STAFF DEVELOPMENT

CONTINUOUS PROFESSIONAL DEVELOPMENT



VISION

To develop 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 the public school students in Punjab.

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.

HISTORY

As the first step in the direction of achieving its vision DSD, in 2006, held conferences for orientation of its stakeholders in 12 districts of Punjab.

As a part of its CPD programme, DSD organised workshops, conferences and seminars with District Management Authority and teachers in 23 Districts of Punjab.

To effectively carry out CPD programme, DSD identified CTSCs, so that the training of teachers can be carried out. In first phase 702 CTSCs were identified in 12 districts, 2nd phase consisted of identification of 690 CTSCs in 12 districts while 597 CTSCs were identified in 11 districts in the 3rd phase. The next step to successfully conduct the trainings was identifying DTEs (District Teacher Educators). 1404 DTEs were identified in the 1st phase while 988 were identified in 2nd phase in 12 districts. At this time more than 2900 DTEs are working in 34 districts with dedication and enthusiasm. After the successful completion of preliminary steps the training programme was carried out with CTSC Heads, DTSC Heads and LTEs. Now Continuous Professional Development has been implemented successfully in 34 districts.

AIMS AND OBJECTIVES

- To direct public policy on its due course by bringing about improvements in the process of learning.
- To produce professionals who are capable of self-learning.
- To produce teachers who are capable of delivering quality education.
- To dispense on-the-spot guidance to teachers
- To promote a spirit of healthy competition among students.
- To address the weak points of PSTs by providing unhindered support.
- To provide one day need based trainings to all PSTs during each quarter.
- To provide monthly onsite support to 100000 teachers.

COMPONENTS OF CPD MODEL

1. Planning
2. Assessment
3. Mentoring
4. Professional Development (continuously)
5. Reporting
6. Co-ordination
7. Monitoring
8. Management (Supportive role)



IMPROVEMENTS IN CPD

Shift of focus from Teacher Specified Approach to School specified Approach.

- Earlier 22 LQTs (Least Qualified Teachers) were trained by a single DTE and now 10 to 15 schools' teachers are trained by a single DTE.
- In the beginning there were 2 DTEs placed in CTSC and now there are 1 to 5 DTEs per CTSC with 10 to 16 schools.
- Cluster radius has been reduced to 6.75 km from 16 km.

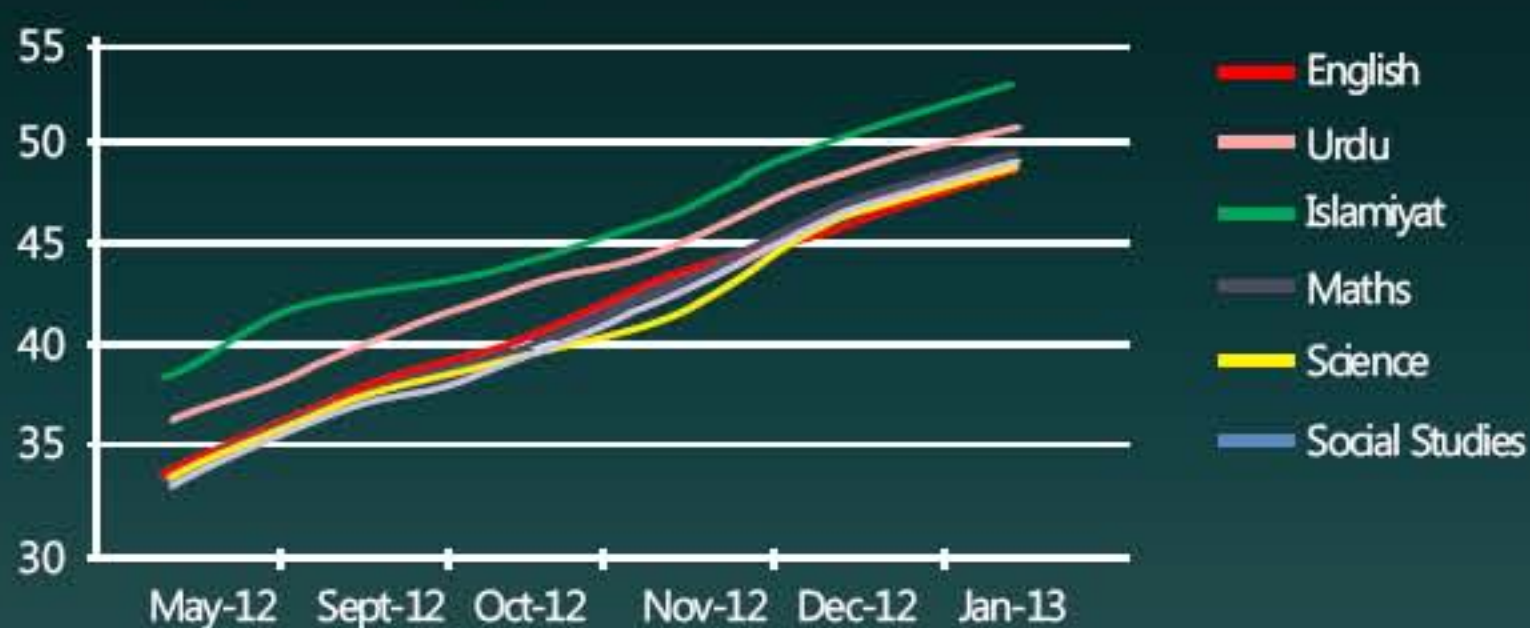
ACHIEVEMENTS

Assessment

Through the programme of CPD

- Educational monitoring of 37000 schools was carried out upto Primary Level.
- Assessment of 133000 PSTs was made possible
- Monthly assessment of 2000000 children was conducted.

Subjects Improvement Trend in 2013



Comparison of learning for Grade 3,4 & 5 students in 2010-11, 2011-12 & 2012-13



Trainings

- During 2010 - 2011, 162000 teachers were trained.
- During 2011 - 2012, diagnostic trainings of 28998 PSTs were carried out.
- During 2012 - 2013, diagnostic trainings of 24757 PSTs were carried out.
- During 2012 - 2013, specialised trainings of 4043 PSTs were carried out.

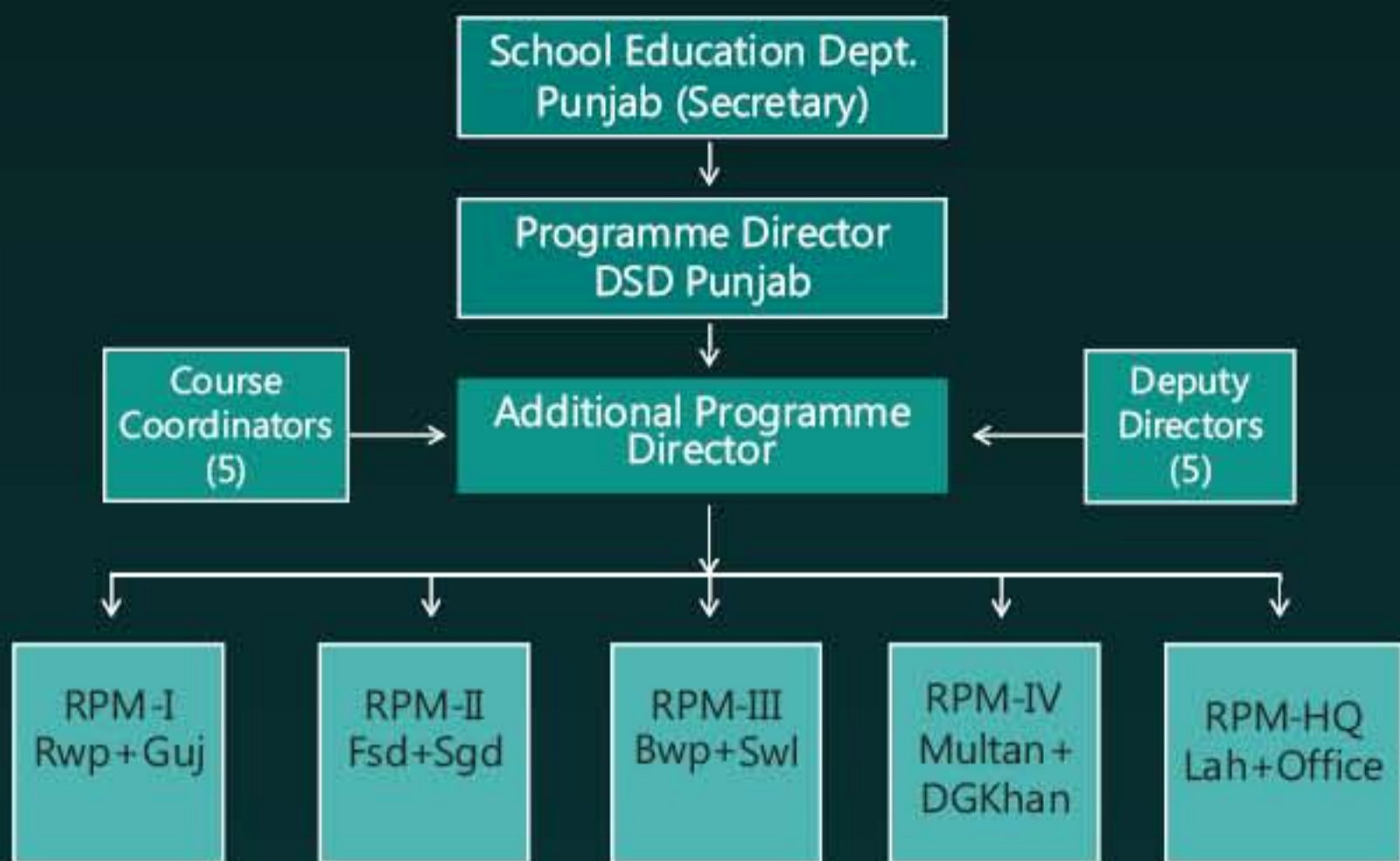
Impact of PSTs Training in 2012

Teacher tracking revealed that as a result of these trainings:

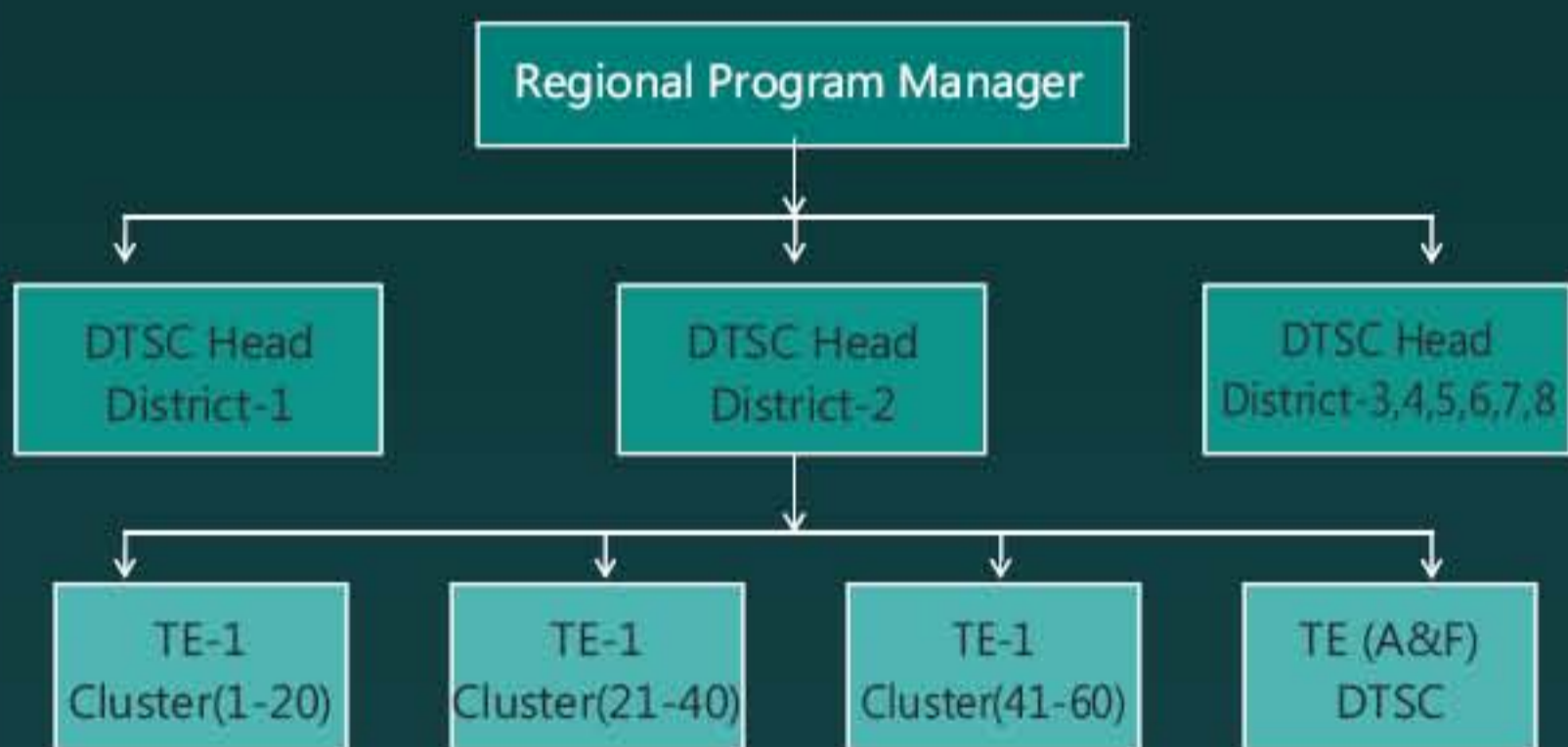
- Performance of 16409 teachers (56.58%) improved.

CPD FRAMEWORK

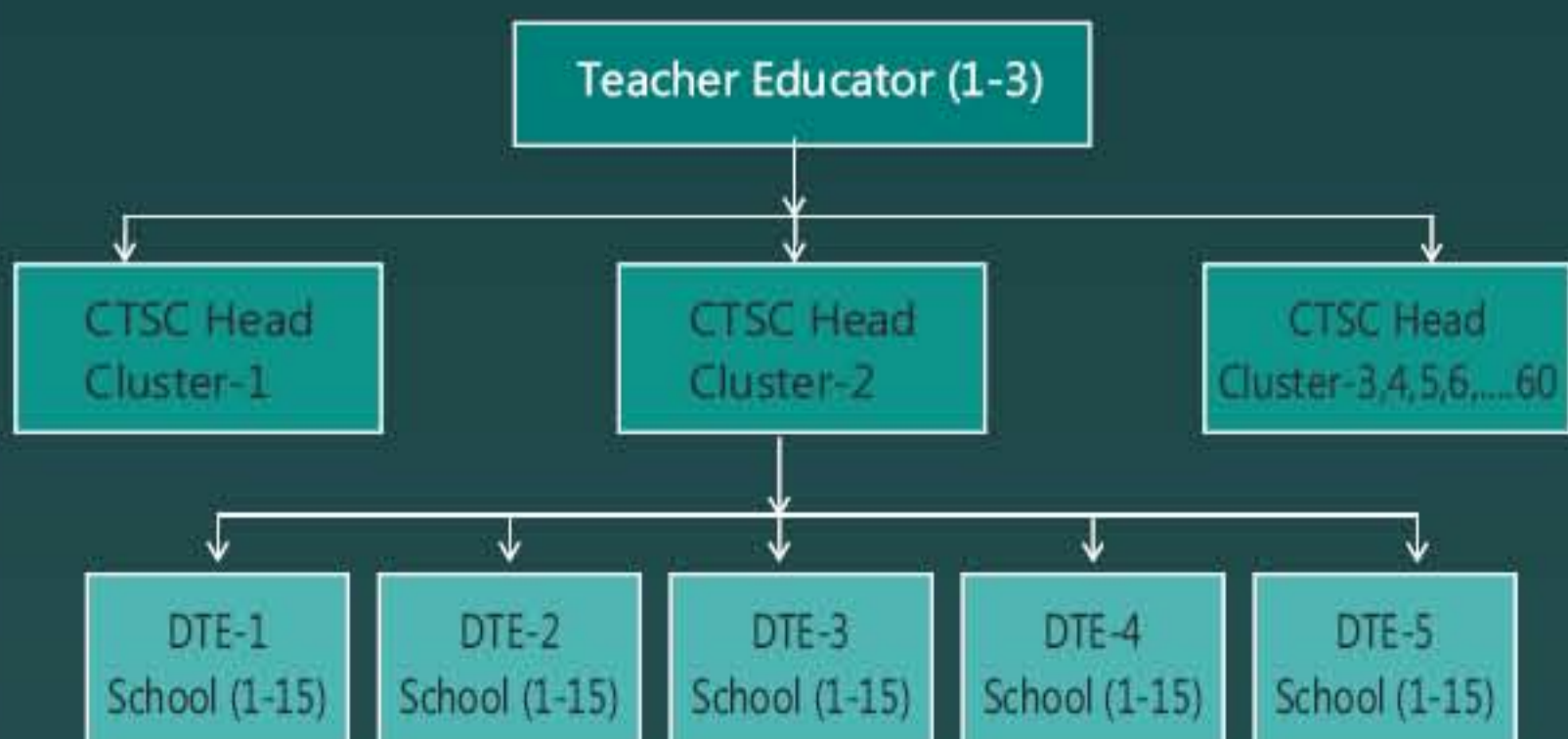
Top Management



Middle Management



Bottom Management



FUTURE PLANS

Directorate of Staff Development aims to take following initiatives as a part of its future plans

- Third Party Validation (TPV) of CPD programme
- To link Teacher Licensing & Certification with CPD
- To arrange talks with stakeholders for improving CPD
- Management of information for decision making process
- Activation of Research Network
- Development of Teacher Education Management Information System (TEMIS)
- Development of Student Tracking System

PARTNERSHIPS

Directorate of Staff Development (DSD) has established many beneficial partnerships with various national and international donor organisations, teacher education institutes and NGOs like Ali Institute of Education (AIE), Agha Khan University, University of the Punjab, PEC, UNICEF, UNESCO, World Bank, DFID, Pre-Service Teacher Education, Pak Canada Debt Swap Project (PCDSP), German International Co-operation (GIZ), JICA, ITA, SAHE, PEAS, City School, CIDA, CPBEP.

Directorate of Staff Development
Wahdat Colony, Lahore.

Phone: +92-42-99260075 Fax: +92-42-99260075

Email: info@dsd.edu.pk

Website: www.dsd.edu.pk