Policy for Teacher Management and Development (TMD) in Public Educational Institutions

Part 1: The TMD Policy Development Process

Presented by Chief Teacher Management and Development Officer
18 November 2020
BACKGROUND

- Linked to the Ministry’s MTS 2018 – 2022 and Beyond - priority areas focussing on TMD.
- Setting up of a TMD Section to provide strategic leadership and to ensure the required frameworks are in place.
- The development process of the TMD Policy (between October 2018 to July 2020).
- Technical assistance obtained from the International Institute for Capacity Building for Africa (IICBA), UNESCO.
STATEMENTS OF INTENT OF THE POLICY

**Policy Vision**
Teaching becomes the number one profession.

**Policy Mission**
To assist in transforming the education landscape for improved teacher and learner performance.

**Purpose of the Policy**
This policy provides a framework for the standardisation and professionalisation of the teaching profession in terms of recruitment, deployment, development and retention of teachers through a series of strategies.
POLICY OBJECTIVES

a) To raise the status of the teaching profession.
b) To enhance the educational institution management and administration system.
c) To empower teachers to have a voice and be represented in decision-making.
d) To standardise the teaching profession, qualifications and practice across all levels of education.
e) To strengthen pre-service, in-service and continuing professional development for effective delivery of quality teaching and learning.
This policy targets all teachers, processes and practices within the MEHRD Headquarters (HQ) and in all public educational institutions.

The policy addresses five Dimensions:-

- **Dimension 1:** Teacher Management and Professional Status
- **Dimension 2:** Educational Leadership and Management
- **Dimension 3:** Teacher Empowerment
- **Dimension 4:** Teacher Professionalisation
- **Dimension 5:** Teacher Development
These Dimensions have been elaborated in terms of:

- Dimension (5)
- Goal (5)
- Element (17)
- Policy Statement (17)
- Strategic Statement (57)
THE METHODOLOGY

1. INITIATION OF POLICY DEVELOPMENT
   March 2018 – visit of Ms. Ann Therese NdongJatta, Director of UNESCO Regional Office for Eastern & Southern Africa, & Dr. Yumiko Yokozeki, Director of UNESCO IICBA

2. START OF THE POLICY DEVELOPMENT PROCESS
   October 2018 – 2-day working visit by Dr Binyam Sisay (from IICBA) with the 6 members of TMD Technical Team. Members:
   - were introduced to the policy development process and relevant references/resources;
   - decided on the phases for the development process;
   - agreed on using recent reports as main sources of evidence for the situational analysis which focused on 9 dimensions; and
3. Phase 1: Situational Analysis

a. December 2018 - compilation of some data to be shared/discussed with ICCBA (weekly sessions of 3 hours from Oct to Dec 2018)
b. One week Capacity building at IICBA, Addis Ababa Ethiopia: – January 2019
   Attended by 6 members of the TMD Technical Team
   Mr Alex Souffe  Mrs Rosianna Jules  Ms Jacqueline Gertrude
   Mrs Mavis Lespoir  Ms Inese Oredy  Dr Veronique Figaro

   Team was advised to:
   i. select not more than 5 policy dimensions;
   ii. prepare a Policy Summary along with the Report before drafting the policy

c. Finalised the **Situational Analysis**: (weekly sessions of 3 hours from October to February 2019)
4. Phase 2: Produced the **Situation Analysis Report** (Feb to July 2019)

5. Phase 3: Developed the **Policy Summary** (weekly sessions of 3 hours from Feb to July)

6. Phase 4: Drafted of Policy (weekly sessions of 3 hours from June to Sept 2019)

7. Phase 5: Social Dialogue/ Consultation (10 sessions from 1st Oct to 22nd Nov 2019 with about 20% of key stakeholders (teachers, head of institutions, MEHRD officers and School Council & Board Chairpersons))

8. Phase 6: Finalised the 1st Draft of the Policy (January 2020) & enrichment (June 2020)

9. Phase 7: Approval of the **policy** by SMC of MEHRD & Cabinet of Ministers led to high recognition and acceptance of the policy (July – August 2020)

10. Phase 8: Press Conference to media houses (print, radio, TV) keep the general public informed and posted on the MEHRD’s website for access (August 2020)
# Challenges & Strategies Undertaken

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<th>Challenges</th>
<th>Strategies to overcome</th>
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| Respecting weekly working session                    | • Reschedule to another day during the week  
  • Weekend retreat to make up for lost time            |
| Expertise in policy development                      | Sought assistance from IICBA                                 |
| Access to certain research document due to no central repository | Reference to MEHRD training plan                            |
| Validation (Time consuming & requires a lot of mobilisation) | Regional consultative meetings held with different groups of stakeholders |
Part 2: Implementation

Presented by Director Seychelles Institute of Teacher Education
IMPLEMENTATION PROCESS

- Development of comprehensive Action Plan addressing each Strategic Statement started in July 2020
- Establishing a Steering Committee with clear Terms of Reference, to provide oversight for the implementation of the Policy in January 2021
- Turning the Technical Team to a Coordinating Team with clear TOR
- Coordination of sectorial plans as from September 2020
- Development of relevant guidelines/frameworks August to December 2020
- Development of a Monitoring Plan as from August 2020
- Development of TMIS (module to be integrated in the EMIS for MEHRD)
- Full implementation of the policy as from January 2021
OPPORTUNITIES

- Equitable deployment of teachers
- Provision of coherent/systematic training
- Teachers have a voice
- Having a qualified teacher in every classroom
- Educational Institutions managed by qualified leaders
- The education system is more effective and efficient
- Teaching is the number one profession in Seychelles
POLICY MONITORING, EVALUATION & REVIEW

- TMD will carry out annual update on the implementation of the Action Plan as per established framework
- Coordinating Team shall have the responsibility of ensuring that the procedures set forth in the policy are applied at all relevant instances as per established frameworks.
- An interim evaluation shall be conducted after 3 years of implementation
- First review 2025 (as necessary)
Thank You!