The National Teacher Policy

Objectives, priorities and updates from the National Teacher Policy (NTP)
LEGAL FRAMEWORK

• One of the **prerequisites** for achieving quality education as a tool for human capital development is the **availability of competent and effective teachers**.

• The National Teacher Policy is hinged in the national **policy and legal framework**, among others:
  - The 1992 White Paper on Education;
  - The 2nd National Development Plan (2015/16 – 2020/21);
  - The 3rd National Development Plan (2021/2022 -2026/2-27)
  - Uganda Vision 2040;
  - Sustainable Development Goal 4.

• The National Teacher Policy was approved by Cabinet in April 2019.
Streamline teacher management for better productivity, discipline, retention and motivation.

Establishment of the National Teachers’ Council by an Act of Parliament, responsible for registration, licensing, accreditation of teachers, implementation of the Motivation framework and the reviewed Scheme of Service.

Strengthen pre-service and in-service teacher training so as to enhance competences to effectively deliver quality learning outcomes and leadership at all levels of the education cycle.

Establishment of the Uganda National Institute of Teacher Education to implement the Initial Teacher Training, CPD frameworks, and the training of tutors.

Standardize teacher development, qualifications and practice across all levels of education.

Development and implementation of standards for teaching, institutional leadership and a Teacher Qualification Framework that can be harmonized with the regional frameworks.

Streamline the integration of cross cutting issues into all aspects of teacher training, management and practice at all levels.

Mainstream cross-cutting issues by particularly taking advantage of the policies in other ministries.
A SHORT OVERVIEW

What is UNITE?

VISION
A transformed teaching profession and learning environment for a skilled and globally competitive human resource

MISSION
Produce quality, motivated, accountable and adaptable teachers that are responsive to education development needs

AIM
Enhance professionalism; develop and enforce standards; streamline the professional development and management of teachers
IMPLEMENTATION ROADMAP
Updates National Teacher Policy

In place:
• Teacher Policy Implementation Task force, Technical Team & Secretariat
• UNITE Task force
• Principles for the Teacher’s bill in place and presented to Cabinet for discussion
• Shimon Administration approved the College to be turned into UNITE
• Committees to lead development of academic programmes are available and started work

Under creation:
• Interim National Teacher Council
• Approval of macro/micro structure for management of the National Institute of Teacher Education.
What is UNITE?

An introduction to the Uganda National Institute for Teacher Education
ESTABLISHMENT OF UNITE

The policy framework

1. Universities and Other Tertiary Institutions Act

2. National Council of Higher Education guidelines and frameworks
A BRIEF OVERVIEW

What is UNITE?

VISION
A competent and competitive human resource

MISSION
To produce quality teachers for community transformation

ACORE VALUES
Professionalism
Innovativeness
Accountability
Integrity
Lifelong learning
Autonomy
WHY UNITE?

Through a competence-based curriculum and a competence-based assessment, we will:

- Vocationalize
- Digitalize
- Harmonize
- Standardize
To transform Shimoni Core PTC from Certificate (Grade III) to a degree awarding institution - UNITE

Strategic direction: UNITE Identity and philosophy

Develop start-up Academic Programmes

Develop Governance policies and guidelines – Define joint activities CPD guidelines

Upgrade infrastructure to support degree programmes

Apply to the NCHE for AODAI Status
The NTC is mandated to manage and regulate teacher quality to revive the image of the teaching profession.

The NTC shall be responsible for registration, licensing, accreditation of teachers, implementation of the Motivation framework (Teacher Incentive Framework), discipline, and the reviewed Scheme of Service.
Mandate & Functions

- Strengthen the monitoring, support supervision and inspection functions in the different institutions with a mandate over teacher management and development.
- Development and implementation of a clear framework for assessing teachers and other players in the education sector; improve working conditions.
- Work with UNITE to implement CPD Framework.
- Evaluate performance of teachers and TTIs.
THE OBJECTIVE

Why the NTC?

Continuity of good Practices - Account
Knowledge Sharing
Awareness
Perf. Management /Mindshift
COMPOSITION

Who may constitute the NTC?

- Lecturers & Students from TTIs
- Teacher Unions
- MoES
- TIET
- Employers
- Legal entities
- Education Service Commission
- Directorate of Education Standards
Relationship between UNITE & NTC

**UNITE**
- Technical Advisory
- Implementation
- Teacher training
- Modelling
- Coordination

**National Teacher Council**
- Regulatory
- Advisory
- Registration
- Accreditation
- Teacher management
WHAT IS DONE?

What are the steps taken so far?

- National Teacher Policy Development
- Wide Policy dissemination with UNESCO support - over 30,000 copies
- Online Teacher Registration –INSERVICE TO PRE-SERVICE data capture
- Capacity-building workshops - CPD guidelines
- Provide relevant information on NTC within NTP framework
- Development of the Teacher Bill – ToRs for recruitment – Which way?
WHAT IS DONE?

What are the steps taken so far?

- Concept development
- Harmonisation and Standardisation: Teacher Philosophy; competence –based and digitalised
- Vocationalisation - decision-making, service-delivery and production – are identified
- Training Teacher Verifiers – efficiency and effectiveness
- 162,017 teachers registered by March 2021; 46,088 rejected
- Boosting Teacher ICT Skills – Data management
- Headquarters of National Teacher Council – Recruit a NTC Secretariat
- Harmonisation of Policies/Legislation – Repealing sections that contradict
WHAT ARE THE NEXT STEPS?
How do we want to proceed?

- The NTC is a feature of law
- Drafted the Principles towards obtaining the Legal Framework
- The Principles are before Cabinet
- Cabinet Memo is to be drafted upon approval
- Drafting of the Teacher Bill – Legal Committee of Parliament - Teacher Law - Dissemination
- Upon approval and clearance of the bill MoES Policy Analysts to fast tract
- Macro and micro organizational structure for NTC is developed
- NTC Policy development: Internship, CPD, Deployment, Motivation
OUR PARTNERS

Political Wing: Cabinet

Technical Wing: EPPAD & Teacher Instructor Education & Training Departments

Beneficiaries Wing: Teachers; Trainees; employers; Learners

Implementing Partner: UNITE CPD/INSET Survey; Teacher Unions
THE CHALLENGE

Set time for UNITE opening is August 2021 as stipulated in the National Teacher Policy (2019)

Minimal progress made towards realizing the requirements for establishing the National Teacher Council – **Conflicts of interest?? UNCERNITY??**

**FEAR:** Delay to implement CPDs, Internship, Management,
Questions to Kenya & Ghana

At which point is the Structure of a NTC determined?
How did you determine the membership?
Could Ghana and Kenya share copies of their Council structures for Uganda to benchmark?

How could Uganda handle delays caused by the political wing? What of anxieties?

How does the location of the NTC headquarters affect performance?

How could Uganda handle delays caused by the political wing? What of anxieties?
The Teacher Training website

The beginning of an exciting collaboration!
WEBSITE CONTENT
What do we want to display on the website?

- Good practices in Teacher Training (+ visual examples)
- Lessons learned in Teacher Training
- E-courses/Learning materials – Up-to-date Teacher Data
- Helpful tools/ideas for implementation
- Latest news in Teacher Training and other activities
WEBSITE HOST

Who will take over the website after launch?
Why WIX?

Key Facts

- Open access
- Custom domain name
- Easy!
- Good visibility
- Mobile Friendly
WHAT COULD IT LOOK LIKE?
DEMO OF WEBSITE
THANK YOU FOR YOUR SUPPORT!