

E-9 Meeting on Teacher Development

For Inclusive Quality Education

Delhi - May 31, 2012

Financing for inclusive teacher development

Components for Financing (illustrative)

- 1. Teacher preparation**
 - a. Education perspective**
 - b. Subject / content knowledge**
 - c. Pedagogy**
 - d. Social orientation**

- 2. Teacher assimilation / induction**
 - a. Extensive support for the first 12 months**

- 3. Teacher support**
 - a. Administrative**
 - b. Academic**

- 4. Teacher development**
 - a. Classroom**
 - b. Practice and reflection**
 - c. Research, assessment, competency framework etc**

- 5. Teacher motivation**
 - a. Recognition and reward system**

Implications (illustrative)

1. **Teacher Education**: define teacher competencies commensurate with curriculum objectives and challenges, review current framework, consider two kinds of approaches – post-graduate (2 years) and post 12th standard (5 years), investment in teacher educationists (identify areas of PPP) – provide scope for existing teachers
2. **Teacher assimilation**: creating a process, creating mentors for the process or outsource (PPP)
3. **Teacher support**: investment in revamping the current DIET, BRP and CRP structure and building capacity in them
4. **Teacher development** – Top class teacher educators, creation of institutions who prepare them
5. **Teacher motivation** – group rewards and recognitions, teacher excellence awards

Generic implications (illustrative)

1. **Universities and Schools of Education (at least one per 20,000 schools)**
 - a. **Developing top class Teacher Educators**
 - b. **Top class teacher support professionals – curriculum, assessment etc**
 - c. **School leader development**
 - d. **Special education**
 - e. **Pre-school child development**
 - f. **Education technology**
 - g. **Institutional assessment (includes teacher and learner assessment)**
 - h. **School Management Committee and Parent education**

(scope for PPP)
2. **Revising financial norms for deployment of external quality resource persons**
(to facilitate PPP)
3. **Enabling infrastructure - University Extensions for districts, blocks, clusters**
(DIETs, SCERTs, Teacher Learning Centres)
4. **Large Scale Teacher Eligibility Tests for Quality Assurance (scope for PPP)**

General Cautions

1. **Do not depend upon funding thru PPP –In fact create significantly higher budgets for effective leverage of PPP**
2. **Invest in creating top class Universities and institutions to create talent**
3. **Invest in research**
4. **Invest in evolving well studied frameworks to assess quality of Teacher Education Institutions, teacher educators and teachers**

For serious PPP the Government will need

1. **Enormous political will and continuity – flavour of the year will not work**
2. **A serious mindset to create enabling frameworks – e.g. Single window clearances**
3. **Flexibility to suit individual cases**
4. **Going beyond the rhetoric**

Possible approaches to drive change

Approach	Example organization/ situation	Some Challenges
Funder	<ul style="list-style-type: none"> ▪ Michael & Susan Dell Foundation ▪ Bill & Melinda Gates Foundation (also partly catalyst and doer) 	<ul style="list-style-type: none"> ▪ Prioritization of areas to avoid fragmented funding ▪ Selection of projects that are well-designed for impact and long term sustainability ▪ Strong tracking
Catalyst	<ul style="list-style-type: none"> ▪ Ford Foundation and Rockefeller Foundation in the Green Revolution 	<ul style="list-style-type: none"> ▪ Bringing together relevant stakeholders ▪ Strong program management abilities (if the organization is also the program manager) ▪ Access to expertise and funds as required (potentially from outside the organization)
Doer	<ul style="list-style-type: none"> ▪ Some large foundations do this, in addition to funding/catalysing ▪ Most smaller scale non-profits 	<ul style="list-style-type: none"> ▪ Clarity of linkage between near term activities and outputs, to bigger picture of change ▪ Strong tracking of outputs and longer term outcomes ▪ Sustained funding model
Talent creator	<ul style="list-style-type: none"> ▪ Azim Premji Foundation ▪ Aga Khan University ▪ Teach for America/India ▪ Tata Institute of Social Sciences 	<ul style="list-style-type: none"> ▪ Appropriate selection and orientation of incoming people, to ensure that they become change agents in the long term

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Thank You