



Educational Quality Improvement Program
Policy ▪ Systems ▪ Management



Senegal Improved Teacher Training (SITT)

Quarterly Report #2
January 1 – March 31, 2004

The Academy for Educational Development

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General Overview

The SITT associate award, signed in November 2003, is an integral part of the CLASSE (Children's Learning Access Sustained in Senegal) project for improving middle schools in Senegal and will be implemented over the next 4 years.

The SITT program will focus on improving the quality of teacher and school director education as well as refining and implementing education policies for those teachers and school directors by developing new standards, curriculum and an effective training delivery system.

The SITT project's principal goal will be to establish a sustainable, replicable and integrated set of certification (pre-service) and in-service professional development programs at the school, regional and national levels. That will entail improving the current training system such that it produces results that can be observed in the classroom, and ensure that such a system can be supported, maintained, and expanded by Senegal with minimal donor support. SITT will also initiate a policy dialogue on designing this new teacher and school director education in coordination with the dialogue on revising or reforming the curriculum for middle schools under the CLASS project.

AED's partners on the SITT project are the DEMSG at the Ministry of Education of Senegal and the Paul Gerin-Lajoie Foundation.

During the first full quarter of implementation, the CLASSE/SITT National Coordinator for Quality, Idrissa Dieng, took office after a team building session with the other technical staff. The CLASSE/SITT team developed an annual workplan and held discussions and strategic planning workshops with key partners to reach agreement on objectives and to map out strategies for carrying out the workplan. Potential partners in charge of pre-service, in-service education, distance learning and research (ENS, CERENAD, SFC, Centre de Recherches) were consulted by the National Coordinator for Quality and consultant Susan Schuman in order to:

1. establish good working relationships
2. collect data from different sources

In addition to planning work with partners at the central level, Mr Dieng met with in-service teacher training units in the regions of Tambacounda and Kolda. These meetings support the planning of a series of local school-based pedagogic support activities that will take place in the next quarter.

The tables that follow provide a summary of actions, by main result area, carried out in support of SITT objectives.

1. Improved system support to teachers

Results for Year One :

- Performance standards proposed for middle school teachers
- A strategy for a unified support system for middle school teachers is proposed

January to March 2004

- Literature search conducted to identify resources for developing teacher performance standards
- Consultant Susan Schuman and Quality Coordinator met with the principal pre-service and in-service training providers in February. During these meetings, Schuman and Dieng learned about current activities, strategies, needs and resources. As a result of the meetings, a draft plan for the SITT Planning workshop was developed and discussed.
- SITT Planning workshop held on March 24, 25, 26 provided 40 participants
 - an opportunity to review the strengths, weaknesses, opportunities and threats of the current programs for both teacher and principal training and professional development
 - with information on the value of standards and an opportunity to evaluate three different frameworks for teacher standards

SITT planning resulted in overwhelming support for the development of teacher and principal standards and an action plan for accomplishing Year One results.

Problems Encountered, Solutions Proposed

- Data base lacking or not available in some institutions. We will need to develop a strategy to support the collect and reporting of information related to teacher training.
- Getting people work together in cooperation when they were used to work on their own. We will continue to involve all relevant partners in activities and establish mixed tasks teams to work on specific products, such as standards.

1. Improved system support to teachers

- **Actions Planned for April to June 2004**

- Terms of reference will be developed to guide the work of two technical committees or Task Teams. One team will be responsible for managing the process of developing and discussing teacher performance standards. The other team will manage the development of principal standards.
- Task Teams will work at the central and regional levels to develop a shared conceptual framework for performance standards and to draft the standards and indicators required. International consultants will provide training and support to each of the Task Teams.
- A four-day workshop to provide key partners with the information and tools needed to develop an integrated plan for teacher training and professional development will be held in May. At that workshop, participants will be asked to plan late summer training workshops for unqualified teachers. The workshops; to be held in each targeted region, will each provide approximately 100 unqualified teachers with training in several pedagogic topics of importance.

2. Improved use of effective pedagogical strategies

Results for Year One

- Target groups of teachers are prepared to support the teaching of girls and the teaching of science in rural CEMS
- 50% of the CEMs in the regions of Fatick, Tambacounda and Kolda have functioning school-based training teams

January to March 2004

- Literature reviews on learning strategies for adolescent girls and on promoting girls' interest in math and science began.
- Data on the existence and practice of school-based training was collected in Kolda and Tambacounda.
- Meetings were held in Tambacounda and Kolda with regional education specialists and the pedagogic advisors in the regional centers (PRFs). These meetings were held to:
 - inform regional education partners of SITT objectives
 - identify strategies to make school-based training units more efficient
 - identify training topics for teachers and principals

- **Problems Encountered, Solutions Proposed**

- Again, it is often difficult to assemble and review existing data and reports related to topics of concern. Efforts are being taken to ensure that project staff and partners develop practices to collect and disseminate reports. One option being considered is putting information on CDs on a quarterly basis and ensuring key partners have access to the same research data.

2. Improved use of effective pedagogical strategies

• Actions Planned for April to June 2004

- Meetings will be held in Fatick with the PRF to determine needs and plan school-based training activities.
- Regional education specialists will join CLASS/SITT staff in developing strategies for local support to schools. This will take place during a Workshop for Local Support to be held in Tambacounda in April and will be followed by similar workshops in Fatick and Kolda in May.
- Local school-based training activities conducted in three target regions will reach at least 100 teachers per region
- Planning of local teacher support programs to be held during the summer vacation.
- Inventories of teaching support materials available in the three PRFs will be made.
- Reference materials as well as equipment needs will be provided for the PRFS for printing of locally produced materials.
- Regional educators will participate in activities to draft teacher performance standards and in the planning of regional campaigns to support academic achievement of girls.

3. Improved school management to enable school quality

Results for Year One

- Performance standards proposed for middle school principals
- A strategy for a unified support system for middle school principals is proposed

January to March 2004

- Consultant Susan Schuman and Quality Coordinator worked together in February to meet with the principal pre-service and in-service training providers. During these meetings, Schuman and Dieng learned about current activities, strategies, needs and resources. As a result of the meetings, a draft plan for the SITT Planning workshop was developed and discussed.
- SITT Planning workshop held on March 24, 25, 26 provided 40 participants
 - with information on the value of standards
 - an opportunity to evaluate three different frameworks for teacher standards
 - an opportunity to review the strengths, weaknesses, opportunities and threats of the current programs for both teacher and principal training and professional development
- SITT Planning resulted in overwhelming support for the development of teacher and principal standards and an action plan for accomplishing Year One results.

3. Improved school management to enable school quality

- **Problems Encountered, Solutions Proposed**

- None

- **Actions Planned for April to June 2004**

- Terms of reference will be developed to guide the work of a technical committee or Task Teams. The team will manage the development of principal standards.
- The Principal Task Team will work at the central and regional levels to develop a shared conceptual framework for performance standards and to draft the standards and indicators required. International consultants will provide training and support to the Task Teams.
- Once a draft framework is available, discussions will be held at regional and local levels to provide input into the draft.
- Information on the current profile and needs of principals will be collected and reviewed.
- Modifications to the Guide for Principals will be made and the guide will be re-issued and distributed to all principals.
- Planning for a late summer course for novice principals will take place to ensure that all principals have minimal required preparation before the next school year begins.
- A short course will also be planned for the principals who will manage the CEMs in the target PAEM schools.

MAJOR PROGRAM ACTIVITIES BY REGION DURING REPORTING PERIOD

Dakar

- Development of Annual Work Plan, January 1 -15
- Discussions with principal in-service and pre-service partners, February 5 to 27
- PDEF Review, February 18-27
- SITT Planning Workshop, March 24-26

Fatick

- Regional Coordinator's Meetings with Regional and Local Officials and Partners, February to March

Tambacounda

- Regional Coordinator's Meetings with Regional and Local Officials and Partners, February to March
- Meetings with Education Partners and PRFs, March 29

Kolda

- Regional Coordinator's Meetings with Regional and Local Officials and Partners, February to March
- Meetings with Education Partners and PRFs, March 30-31

Other

- Kaolack
 - Staff Team Building And Planning, January 28 to 30

CLASS ACTIVITIES IN THE REPORTING PERIOD THAT WERE ALSO RELATED TO SITT OBJECTIVES

- Quality Circle
 - January 21, Pape Momar SOW
 - February 25, Gilbert Muignard
- Discussion of PPP proposals with the DEMSG, March 14
- Discussion with Microsoft and DEMSG on possible partnership, March 30
- Research related to quality factors conducted in 3 target regions, Ziguinchor, St Louis and Dakar