Purpose
- To share our experiences in developing and implementing a collaborative and coordinated CPD for educators that is localized and site-based.

Presentation outline
- Why CPD for Educators in Namibia?
- Where are we coming from in terms of CPD for educators in Namibia?
- How does the new CPD system work?
- How have we supported teachers and other educators?
- Other opportunities for on-going teacher learning
- What challenges have we faced?

Why CPD for educators in Namibia?
- Pre-service teacher education or initial university teacher education is regarded as important in educator development;
- However, on its own, it never constitutes the total professional formation of an educator;
- It does not completely prepare educators for the practical problems that they may face on a daily basis in their work;

Why CPD for educators, cont...
- Initial or pre-service preparation of educators is just the beginning of a career-long professional journey;
- In order to attain full professional formation of an educator, initial education should be complemented by on-going continuing professional development;

Why CPD for educators, cont...
- The knowledge, skills and attitudes that we learn in pre-service teacher education constitute the basic foundation upon which we need to build by engaging in on-going learning while we serve in our capacities as teachers, school managers and teacher educators;
- CPD therefore augments the professional journey that was started during pre-service;
Why CPD for educators, cont...

- Besides, knowledge is not static and social phenomena such as education are dynamic;
- They keep changing;
- The knowledge or skills that we learnt ten years ago may no longer be that relevant to the new challenges or new problems that emerge today.

Why CPD for educators, cont...

- The classroom is very dynamic, new problems arise, new solutions are needed, the old solutions may not be very helpful today;
- There is therefore a need for educators to acquire new knowledge, new solutions and approaches necessary to handle the changing classroom context and improve the quality of teaching and learning.

Why CPD for educators, cont...

- CPD provides opportunities to engage in on-going, never-ending and permanent career-long learning that builds upon initial or university teacher education;

Where are we coming from in CPD?

- Previously, a heavily front-loaded teacher education, trying to teach it all in the first 3 or 4 years of initial teacher education with little or no consideration of a well structured CPD system;
- Uncoordinated CPD programmes and activities, providers operating in isolation, competition, duplication of activities – no proper use of resources;

Where are we coming from, cont...

- No collaboration, CPD provision fragmented;
- Often, attendance of workshops, mainly off-site;
- Workshops – episodic, one-off and ‘expert-driven’;
- Externally determined professional development needs, mostly centrally determined with no or little consultation with beneficiaries & often not so relevant;

Where are we coming from, cont...

- One-size-fits-all approach – not being cognizant of the uniqueness of educators’ needs, using one programme to address everyone’s professional development needs;
- No system of monitoring and evaluation (M&E) of impact to inform future CPD activities;
- Persistent poor quality of teaching;
### How does the new system work?

- Provision of CPD for educators within a consortium of key providers/players as from 2010;
- Consortium members include governmental & non-governmental organizations, e.g.: National Institute for Educational Development (NIED), Programme and Quality Assurance (PQA), University of Namibia Faculty of Education, Regional Education Directorates, Teachers Unions and other NGOs;

### The new CPD system, cont...

- Establishment of a CPD Unit at the University of Namibia in 2011;
- The CPD Unit serves as a focal point for coordination and collaboration among the various CPD providers/players within the CPD consortium;

### The new CPD system, cont...

- The CPD Unit provides leadership in the establishment of a coordinated and seamless CPD system for educators in Namibia;
- The Unit also facilitates identification of priorities for CPD and ensures coordination and collaboration in planning, designing, development and implementation of CPD programmes and activities;

### The new CPD system, cont...

- Structures for implementing the new system include: the National CPD Advisory Committee composed of representatives from consortium members, Regional CPD coordinating committees (RCPDCCs) and site/school based CPD coordinating committees (SBCPDCCs);
- RCPDCCs and SBCPDCCs coordinate and oversee CPD activities at regional or local/site level such as schools (supported by CPD Unit);

### The new CPD system, cont...

- A decentralized model of CPD has been developed to guide localized and site-based CPD for educators;
- RCPDCCs and SBCPDCCs function within this decentralized and localized CPD system;
- The new CPD system follows a localized, site-based and practice based CPD at school, cluster circuit and regional level;

### The new CPD system, cont...

- Blend supply driven and demand driven CPD;
- Balancing site and localized CPD with networking, learning and sharing of best practices across schools, sites and regions to avoid isolation and limited learning opportunities;
- Localized CPD takes place within working milieu and is likely to be more relevant;
The new CPD system, cont...

- Educators have a voice in determining their own professional development needs and planning for these needs through their RCPDCCs or SBCPDCCs rather than having them centrally determined by someone else;
- Systematic CPD programmes as opposed to the disjointed, episodic and one-off programmes;

The new CPD system, cont...

- Focus on educator needs rather than centrally determined needs (recognising uniqueness);
- Focus on subject knowledge and pedagogic content knowledge;
- Credit accumulation and award on selected programmes;
- Sustained and regular monitoring and evaluation to ensure superior CPD provision;

How have we supported educators?

- Developed Grade 5 & 7 teacher support materials in English, Maths and Science based on the outcome of the National Standardized Achievement Tests for Grades 5 & 7;
- Credit bearing programmes in ICT literacy and ICT Integration for Educators;
- Credit bearing Instructional Leadership programme for school managers;

How have we supported educators?

- Negotiating to offer face-to-face support to un and under-qualified teachers within the system who are working towards meeting the entry requirement for teaching;
- Programme in textbook management and utilization;

Other opportunities

- We have established a CPD Association for Educators (CPDAE) in Namibia;
  - Annual CPD Conference – brings together educators to share and exchange best practices (3rd CPD Annual Conference around August 2014);
  - Namibia CPD Journal for Educators (NCPDJE) – gives educators opportunities to research their practice, document and share with colleagues, create a written knowledge base for CPD in Namibia;

What challenges have we faced?

- Absence of an educator/teacher policy – there has been no policy requirements for CPD, i.e., is CPD mandatory or voluntary?, What are the consequences if an educator decides not to participate in CPD? Are there any benefits for educators participating in CPD, e.g. licensing, registration, etc. The process of developing an educator policy was only initiated recently;
Challenges faced, cont...

- The issue of coordination and collaboration still not fully embraced – some CPD providers still want to operate in isolation, ‘mandate protection’, etc.;
- Some educators still complaining about not having time to be engaged in CPD activities due to work overloads;

Challenges faced, cont...

- In some regions, the issue of CPD is not yet fully received as it is seen as ‘an add on’;
- Lack of sufficient funding in the regions lead to some activities not being implemented;
- Lack of examples to learn from where non-traditional and on-going university credit bearing CPD has been implemented.

I THANK YOU
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