



## *International Task Force on Teachers for Education For All (EFA)*

### **Minutes of the Steering Committee Meeting**

9.00 am – 2.00 pm

15 September 2011, Bali, Indonesia

#### **1. Introduction and adoption of the agenda**

The Meeting of the Steering Committee of the International Task Force on Teachers for EFA took place in Bali on 15 September 2011. The Steering Committee was chaired by the two co-chairs, Mr Steve Passingham (European Commission) and Mr Ananto Kusuma Seta (Republic of Indonesia).

Mr Steve Passingham opened the meeting, followed by an introduction of the participants of the meeting. (e.g. Annex I). The meeting agenda (Annex II) was discussed and adopted with the addition of item 8 (arrangement for the next Steering Committee Meeting in 2012).

#### **2. The progress report of the Task Force activities from January to September 2011**

**Mr David Atchoarena**, Director of the Division for Planning and Development of Education Systems, presented the activity report of the Secretariat of the International Task Force on Teachers for EFA (TEFAS) (Annex III). He introduced the Task Force members who were directly involved in the activities to provide additional remarks, comments, and suggestions.

**Mr Djibril Ndiaye Diouf**, Africa Focal Point in the Steering Committee, provided additional remarks and suggestions in regard to the Validation Workshop (Accra, Ghana, 20-21 July 2011) for the study entitled “What Makes Effective Policies on Teachers”, conducted in Anglophone sub-Saharan countries, such as Ghana, South Africa, Uganda, and Nigeria. A comprehensive report was greatly appreciated by the concerned countries and considered very helpful to improve teacher management, teacher training, and teacher recruitment policies and strategies. Due to a reliability and accuracy issue on some of the reported data, the participants requested further research in order to retrieve more recent data and eventually additional information in collaboration with the concerned countries. It was also suggested that the future studies should be more participative engaging countries in the conception and the implementation processes.

**Mr Purna Shrestha** from the Voluntary Service Overseas (VSO) elaborated the plan of a study on gender balance in the teaching profession, which is in process in collaboration with the Secretariat of the International Task Force on Teachers for EFA. This study, coordinated by VSO, puts emphasis on gender balance in the teaching profession. The countries targeted by this study are Cameroon, Rwanda and Ghana where qualified researchers will do the work. This study is made in a joint partnership between VSO, UNESCO, TEFAS, and other partners.

**Mr Dennis Sinyolo** from Education International (EI) expressed his appreciation of the TEFAS participation in the EI World Teachers Congress in Cape Town, South Africa, 22 – 26 July 2011. He mentioned the successful joint organization of the exhibition between UNESCO and the International Task Force on Teachers for EFA.

He also underlined the active participation of Ms Aminatou Diagne who had represented the Secretariat in this important global event, which was a good opportunity to advocate on teachers for EFA. The participation of TEFAS allowed the congress delegates to get more familiar with the activities of the International Task Force on Teachers for EFA.

**Mr Gogot Suharwoto** from TEFAS reported on the participation and contribution to the Regional Seminar on Quality Teachers in Seoul, Republic of Korea. The theme of this conference was “Quality Teachers and Financing”. The result of this seminar was presented by the representative of UNESCO Bangkok during the Bali Forum. He also presented the progress of redesigning the Task Force website, which has new interface, new features, and upgrades, to the Steering Committee members. Feedback and advice were received from the Steering Committee. *Purna Shrestha proposed his support to the development of the website*

**Mr Edem Adubra** from UNESCO described the involvement of TEFAS during the Pan African Conference on Teachers Education and Development (African Union), Lomé, April 2011. As a part of the Task Force agenda on addressing policy issues, it was possible for ministers from different African countries to participate this conference. The conference was successful and African Union Commission recommended organizing it more regularly and bringing the current issues of the African continent to the decision makers. Edem also reported on the preparation of World Teachers Day with key partners such as ILO, EI, UNICEF and UNDP including the Task Force contribution. The theme for 2011 World Teachers Day is “Teachers for Gender Equality”.

**Bill Ratteree** from ILO presented the CEART activities specifically on the statutory meeting; he proposed the *TEFAS involvement on the next CEART meeting* to be held in the fall of 2012 in Geneva. The modalities for the Task Force participation will be discuss with the CEART Secretariat.

### **3. Workplan for the second semester 2011: Secretariat**

The Secretariat presented the workplan for the second half of the year 2011, September to December 2011. Again, members of the Steering Committee directly involved with the activity were invited to provide more information and guidance on how the TEFAS should proceed with the planned activities which are the following:

- (i) Study of policies and practices to address the EFA teacher gap in French speaking Africa and Arab countries
- (ii) Review of FTI endorsed plans with a focus on teachers (preliminary stage)
- (iii) Review of the M&E framework with a focus on teachers (preliminary stage)
- (iv) Contribution to World Teachers Day
- (v) Experts meeting for the preparation of country level support (October 2011)

**Mr Atchoarena** developed the Task Force Action Plan up to the end of 2011 (September – December). He emphasized the preparation of the Experts Meeting on Country Support, planned for October 2011. It will examine a concept note on the country support and its modalities, and will accompany both a sector dialogue for a better consideration of teachers in the Sector Plans and the support from donors. This involvement could be accompanied by a technical support for national capacity building on specific issues such as the development of Information Systems for Teacher Management, identified as a priority area by the International Task Force on Teachers for EFA.

An important dimension of this country support is the articulation with the Teacher Training Initiative for Sub-Saharan Africa (TTISSA). Discussions are already under way with countries that are well advanced in conducting the comprehensive analysis of the teachers issues using the TTISSA Methodological Guide. There is now a possibility to articulate support through the Task Force to implement some of the directions and the recommendations that emerge from the analysis and also from the consultations with all the stakeholders in the teachers area at country level.

**Mr David Atchoarena** reported on a meeting with the Head of the EFA-FTI initiative in relation to a preliminary stage on indicators that focus on teachers. This work could involve an analysis of teacher components in endorsed Education Sector Plans and an

articulation with the new GPE/FTI monitoring and evaluation framework and strategy. Later in September, UNESCO will host a final meeting to review the new framework and, in this context, TEFAS will seek to ensure that the teacher dimension is given adequate attention.

#### 4. Assessment of activities and performance

The Steering Committee recommended to the Secretariat:

- Work closely with high profile, independent education or development experts in knowledge of teachers to give direction/leadership and organization with the Secretariat work and report to SC.
- To link with other networks and organizations working on teachers and work more closely with the Joint ILO/UNESCO Committee of Experts (CEART) as specified in TF TORs,
- To reinforce the internal communication with regards to the linguistic diversity; the documents should be in English and in French. Ensure that the working documents are circulated in both languages,
- To provide a list of members of the Task Force with their contact details, as well as their focal points of each country,
- To define the format and the modalities to organize the Steering Committee Meetings,
- To discuss the agenda of each meeting with the members of the Steering Committee (by email)
- To send the working documents to the members of the Steering Committee at least 15 days before each meeting,
- To include the following points in the format and especially in the agenda of the meeting: Status of completion of previous recommendations, technical and financial report, perspectives, and actions required on each agenda item.

#### 5. Proposed directions for 2012

Steering Committee members have given their suggestions (compiled as annex IV) in regard to the 2012 work plan however the work plan will be adjusted after the evaluation of the second year is completed.

- **Communication strategy (website)**

The new design of the website was presented. Several suggestions, including the updating of the website and, the organization of the layout were made. The Database of the Stocktaking study will be uploaded shortly. VSO offered assistance for the website management.

- **Matters arising**

Steering Committee members emphasized the need to have the agenda of the meetings set and sent in advance, as well as to receive reports in good time.

- **Evaluation of activities and performance** As planned in the ToR of the Task Force, the Steering Committee requested that a comprehensive assessment of activities and performance be conducted. The SC established a core team to elaborate ToRs. The remit should be comprehensive, including focus on activities, performance, and ways of working including an assessment of options for the future.

The assessment/evaluation should be conducted by reviewers who are independent of the SC Membership. An independent Consultant should be engaged to carry out the evaluation

A small team is formed to prepare the Terms of Reference for the evaluation to be conducted. The members of the small team are;

1. Winsome Gordon ( Jamaica)
2. Dennis Sinyolo (Education International)
3. Changu Mannatoko (UNICEF)
4. Edem Adubra (TED/ UNESCO)
5. Julia Napoli (France)
6. Djibril Ndiaye Diouf (Senegal)

UNESCO is expected to circulate a draft ToR by the end of October. IOS will be consulted on the draft ToR.

In addition to the small team, the Secretariat, David Atchoarena and Gerd-Hanne will be in copy of email communication.

## **6. Questions, comments, suggestions and matters arising during the meeting:**

- The limitation on information sharing between TEFAS and the members of the Task Force.
- Communication; internally and externally
- The active involvement of all members of the Steering Committee as part of the Task Force in providing advocacy
- The invitation to the Task Force to join the Global Network on Teachers Quality and Effectiveness
- The structure of the minutes should be drafted in a way that makes it easy to see the suggestions, recommendations and the follow up actions needed.
- TEFAS needs to strengthen the links with other stakeholders for future activities.
- The need for website improvement, and offered of assistance from the VSO.
- India confirmed its invitation to host a Teachers Task Force Conference in 2012.

## **7. Strengthening the Task Force Secretariat**

### **• Staffing and Management**

The Steering Committee members expressed deep concerns about the leadership issue within the Secretariat of the Task Force. They urged UNESCO to take a decision without further delay regarding the Head of the Secretariat position and insisted that interim arrangements cannot be sustained. They also requested to be informed of the settlement of the matter as soon as possible.

Indonesia is considering the replacement of the seconded staff.

The Secretariat informed the Steering Committee that a program specialist at P3 level is being recruited to reinforce the team.

### **• The support from the donor**

- France expressed its renewed engagement in the Task Force initiative and indicated that possibilities to further support the Task Force Secretariat will be explored.
- Germany expressed its continued engagement and indicated that the nature and extent of a possible future support will be determined once the

ongoing restructuring of German international cooperation architecture is completed.

- Norway will decide its future financial support to the Task Force secretariat after the assessment of the Task Force program is completed.
- The Government of Republic of Indonesia will continue support to the secretariat of the Task Force. The staff member seconded from Indonesia is leaving at the end of September 2011. A replacement is foreseen.

- **Next Task Force and Steering Committee meeting**

The next Task Force and Steering Committee meeting are proposed to take place in January 2012. The Steering Committee members may decide to meet earlier on, if it is considered necessary. Furthermore, the members tasked to oversee the comprehensive assessment will maintain communication as appropriate.

## **8. Conclusion and Closing**

The following decisions were made:

- Small team of the Steering Committee members (see point 5) will draft the Terms of Reference for the comprehensive assessment of the Task Force programs and activities shortly. The draft will be shared with the rest of the Steering Committee members for feedback and comments. An independent consultant will be recruited to conduct the evaluation.
- The compilations of suggestions from the Steering Committee will be sent to the Steering Committee members.

Mr. Steve Passingham closed the meeting and thanked Steering Committee members for attending and for the constructive discussions.



## Annex I

### *International Task Force on Teachers for Education for All (EFA)*

#### **Steering Committee Meeting**

*15 September 2011, Bali, Indonesia*

#### **List of participants**

##### **1. Steering Committee members**

	<b>Country/ Organisation</b>	<b>Name</b>	<b>Contact details</b>
1	Education International	Mr. Dennis Sinyolo Coordinator Education and Employment Unit	Tel.: +32 22240611 Fax: +32 22240606 E-mail: Dennis.Sinyolo@ei-ie.org
2	European Commission	Mr. Steve Passingham Seconded National Expert -Education	E-mail: Steve.PASSINGHAM@ec.europa.eu
3	France	Julia Napoli Ministère des Affaires étrangères et européennes	+33 1 43 17 67 05 julia.napoli@diplomatie.gouv.fr
4	Germany	Erfan Diebel GIZ	Tel: +49 228 24 93 4-259 Fax: +49 228 24 93 4-215 E-mail: Erfan.Diebel@giz.de
5	ILO	Mr. William Ratteree Education Sector Specialist	Tel: +41 22 7997143 Fax: +41 22 7997046 E-mail: ratteree@ilo.org
6	India	Mr. Amarjit Singh Joint Secretary, Department of School Education & Literacy Ministry of Human Resource Development	Tel : +91 1123387648 E-mail: amarjit.singh@gmail.com
7	Indonesia (Republic of)	Mr. Ananto Kusuma Seta, Ph.D. Head of Planning and International Cooperation Bureau	E-mail: ananto@kemdiknas.go.id
8	Jamaica	Ms. Winsome Gordon Chief Executive Officer	1 876 92 73 905 (h) 1 876 91 94 391 winsome.gordon@moe.gov.jm
9	Kenya	Mr. Patrick Ayiecho Olweny Assistant Minister for Education	72273734187 poayiecho@yahoo.com
10	Kenya	Mr. Kiragu Magochi DIRECTOR POLICY AND PLANNING	

11	Norway	Ms. Gerd-Hanne Fosen Senior adviser Norwegian Ministry of Education and Research	Tel (office): 00 47 22 24 70 61 Mobile: 00 47 926 88 249 E-mail:Gerd-Hanne.Fosen@kd.dep.no
12	Senegal	Mr. Djibril N Diaye Diouf Director of Education Planning	00221 3 384 95 450 00221 77202 99 67 00221 77 52 98 450 dnddiouf@yahoo.fr
13	UNESCO	Mr David Atchoarena Director for Planning and Development of Education Systems	Tel: +33 1 45 68 Fax: +33 1 45 68 Email: d.atchoarena@unesco.org
14	UNESCO	Mr. Edem Adubra Chief Section for Teacher Education Division for Planning and Development of Education Systems	Tel: +33 145681558 Fax: +33 145685626 E-mail: e.adubra@unesco.org
15	UNICEF	Mr Cliff Meyers Advisor of Education Unit EAPRO	Tel: 66 2 356 9423 Fax: 66 2 280 3563 E-mail: cmeyers@unicef.org
16	Voluntary Service Overseas	Mr. Purna Shrestha Policy & Advocacy Adviser	Tel: +44 (0) 2087807686 E-mail: purna.shrestha@vso.org.uk

## 2. International Task Force on Teachers for EFA Secretariat (TEFAS)

- Mr Gogot Suharwoto
- Ms Aminatou Diagne
- Mr Svetoslav Petroff



## Annex II

### *International Task Force on Teachers for Education for All (EFA)*

#### **Steering Committee Meeting**

*15 September 2011, Bali, Indonesia*

Venue: PULAU BALI meeting room

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#### **Provisional Agenda**

##### **09:00-11:00**

1. Opening, introduction of participants, adoption of the Agenda: *Co-chairs*
2. Progress report of the Task Force activities (January-September): *Secretariat*
3. Work plan for the second semester 2011: *Secretariat*
4. Assessment of activities and performance: *Co-chairs*
5. Proposed direction for 2012: *Secretariat*

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**11:00-11:30** *Coffee/Tea break*

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##### **11:30-12:30**

6. Strengthening of the Secretariat: *Co-chairs*
7. Next Task Force and Steering Committee Meetings: *Co-chairs*
8. The arrangement of the Co-Chairs for the Steering Committee for 2012
9. Conclusions and closing: *co-chairs*



## Annex III



### Progress Report



**Steering Committee Meeting**  
**15 September 2011**  
**Bali, Indonesia**  
**Report of activities**  
**(January-September 2011)**



### Activities 2011



- I. Broadening and sharing the knowledge base and experiences
- II. Advocacy, policy dialogue and conferences
- III. Clearing house on teacher issues
- IV. Country-support



### Broadening and sharing the knowledge base and experience




1. Database and Stocktaking of teacher-related activities undertaken by international partners
2. Study of policies and practices to address the EFA teacher gap in different regions:
  - Asia: Bangladesh, Indonesia, Vietnam
  - Anglophone Sub-Saharan Africa: South Africa, Ghana, Nigeria
  - Validation workshop for Anglophone sub-Saharan countries in Accra, Ghana
  - Latin America: Costa Rica, Chile and Brazil
3. Gender study (gender balance in the teaching profession)




### Advocacy, Policy Dialogue and Conference




1. The International Conference "Teachers for EFA in Africa: Collaborative Action to Address the Teacher Gap" Jan 2011 in Nairobi, Kenya
2. Bali Forum, 13-14 September 2011
3. Pan African Teachers Conference (AU), Lomé, April 2011
4. World Teachers Congress organised by EI from 22 to 26 of July 2011, Cape Town, South Africa
5. Regional Seminar on Quality Teachers in Asia and the Pacific, Seoul, South Korea 28 to 30 of July 2011
6. Statutory meetings



### Clearing house on teachers issues



1. Elaboration of a communication strategy
2. Upgrading of the Task Force Website  
<http://www.teachersforefa.unesco.org>
3. E-newsbrief (ongoing)
4. Teacher-related advocacy material (ongoing)
  - Information leaflet
  - Poster, calendar, notebook





### Work Plan

#### September-December 2011



**Steering Committee Meeting**  
**15 September 2011**  
**Bali, Indonesia**



**Broadening and sharing the knowledge base and experience** 

1. **Study of policies and practices to address the EFA teacher gap in French speaking Africa and Arab countries**
2. **Review of FTI endorsed plans with a focus on teachers (preliminary stage)**
3. **Review of the M&E framework with a focus on teachers (preliminary stage)**



**Advocacy, Policy Dialogue and Conference** 




**Country-support** 

Experts meeting (October 2011)

- Development of a methodology and plan of action
- Launch of the implementation (pilots)
- Articulation with TTISSA




**Planned Activities 2012** 


- Adjustment of modalities of operation and of programme in light of lessons learned during the first two years (joint implementation)
- Study on financing schemes, including innovative financing, for teachers (WB, the International Task Force on Innovative Financing for Education)
- Policy dialogue events:
  - ADEA triennale,
  - India Conference,
  - Committee of Experts on the Application of the ILO/UNESCO recommendation,
  - Caribbean? and Latin America (Mexico?) events?



**Planned Activities 2012** 

- Scaling-up country level support
- Development and implementation of a Strategy for policy dialogue at global level (FTI, EFA global events, GMR, post-2015 debate)
- Enlargement of the alliance



**Planned Activities 2012** 

**Task Force statutory meetings**

- Steering Committee Meetings
- Annual Task Force Meeting
- Consultative meeting for specific issues concerning Task Force activities



## Annex IV

### INTERNATIONAL TASK FORCE ON TEACHERS FOR EFA

#### *STEERING COMMITTEE MEETING*

*BALI, 15 SEPTEMBER 2011*

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#### **Compilation of Suggestions from the members of the Steering Committee**

##### **1. Sharing information**

- For future Task Force Steering Committee meetings, the draft agenda of the Steering Committee meeting should be circulated 2 weeks prior to the meeting.
- The minutes of the SC meeting needs to be structured clearly so that it makes it easy to identify the section of recommendations for follow-up action and a responsible person or organization. This can be reviewed as an agenda item in the following Task Force meeting.
- Teachers Task Force should join the global partnership on teaching quality and effectiveness.
- The minutes of the Steering Committee meeting should be clearly mention the recommendations, suggestions and reflect the decisions made according to the agenda or items of the meetings. There may some points that need to be discussed from the matters arising at the previous meetings.
- The Task Force could establish a symbiotic relationship with the International Forum for Teaching Regulation Agencies. The next meeting should be scheduled for 2013 in Jamaica.
- The Secretariat should provide additional information on the website and the members of the Task Force should have a login account.
- Support for various languages to be used by the Task Force. Many countries have languages centers who could explore possibilities of countries to volunteer translations.
- The Secretariat to inform by email the Steering Committee and the Task Force members of all major activities, conferences, and regional/thematic/country studies related to TF themes in advance, inviting SC/TF comments on TORs and participation in meetings in accordance with TORs.

## **2. Evaluation**

- An assessment/evaluation is needed as soon as possible. The SC establishes a core team to elaborate TORs and other assessments, liaising with the SC at key stages. The remit should be comprehensive, including focus on activities, performance, and ways of working including an assessment of options for the future.
- The assessment/evaluation should be conducted by reviewers who are independent of the SC Membership. An independent Consultant should be engaged to carry out the evaluation.

## **3. Task Force Work Plan**

- The 2012 proposed work plan has to reflect the 4 core activities as identified in the TORs Section 2.3: Work plan activities should be sorted in line with the 4 main areas of the TOR.
- The Task Force should be divided into thematic working groups on major themes, coordinated by 1 member, preferably a SC member. The Task Force participants should agree to focus their work on group to which they belong. Groups should make regular reports on activities and results to the SC, through the Secretariat.
- Studies, commissioned and supported by the Task Force, should be defined and approved by a pool of experts from the members of the Task Force or from prominent academic institutions; ownerships of country level should be ensured through local dissemination processes involving both national public and private.

## **4. Management, work of the Secretariat and staffing issues**

- The Secretariat should explore the potential of expanding its staff by working more closely with member organizations having satellite partners and/or part-time Secondment not necessarily based in Paris.
- Secretariat needs to be monitored significantly and very importantly high profile, independent education or development experts of some knowledge of teachers to give direction/leadership and organization to Secretariat work and report to SC.
- Links with other networks and organizations working on teachers. Task Force/SC/Secretariat need to work more closely with the Joint ILO/UNESCO Committee of Experts (CEART) as specified in TF TORs.
- Secretariat to instruct to report directly to SC on major activities in accordance with.

- Secretariat to be strengthened with detachment from members – remaining in organization but reporting to Paris.

**5. Communication with the SC members and linguistic diversity ;**

- Reinforce the internal communication with regards to the linguistic diversity; The documents should be in English and in French;
- Provide a list of members of the Task Force with their contact details, as well as their focal points of each country;
- Define the format and the modalities to organize the Steering Committee Meetings.
- Discuss the agenda of each meeting with the members of the Steering Committee (by email)
- Require to send the working documents to the members of the Steering Committee at least 15 days before each meeting.
- Include the following points in the format and especially in the agenda of the meeting: Status of completion of previous recommendations, technical and financial report, perspectives.