

UNTETASKFORCE



UGANDA NATIONAL INSTITUTE FOR TEACHER EDUCATION



MINISTRY OF EDUCATION
AND SPORTS

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.
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SPECIFIC OBJECTIVES

Streamline **teacher management** for better productivity, discipline, retention and motivation.

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.

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

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

PRIORITIES

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.

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

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

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:

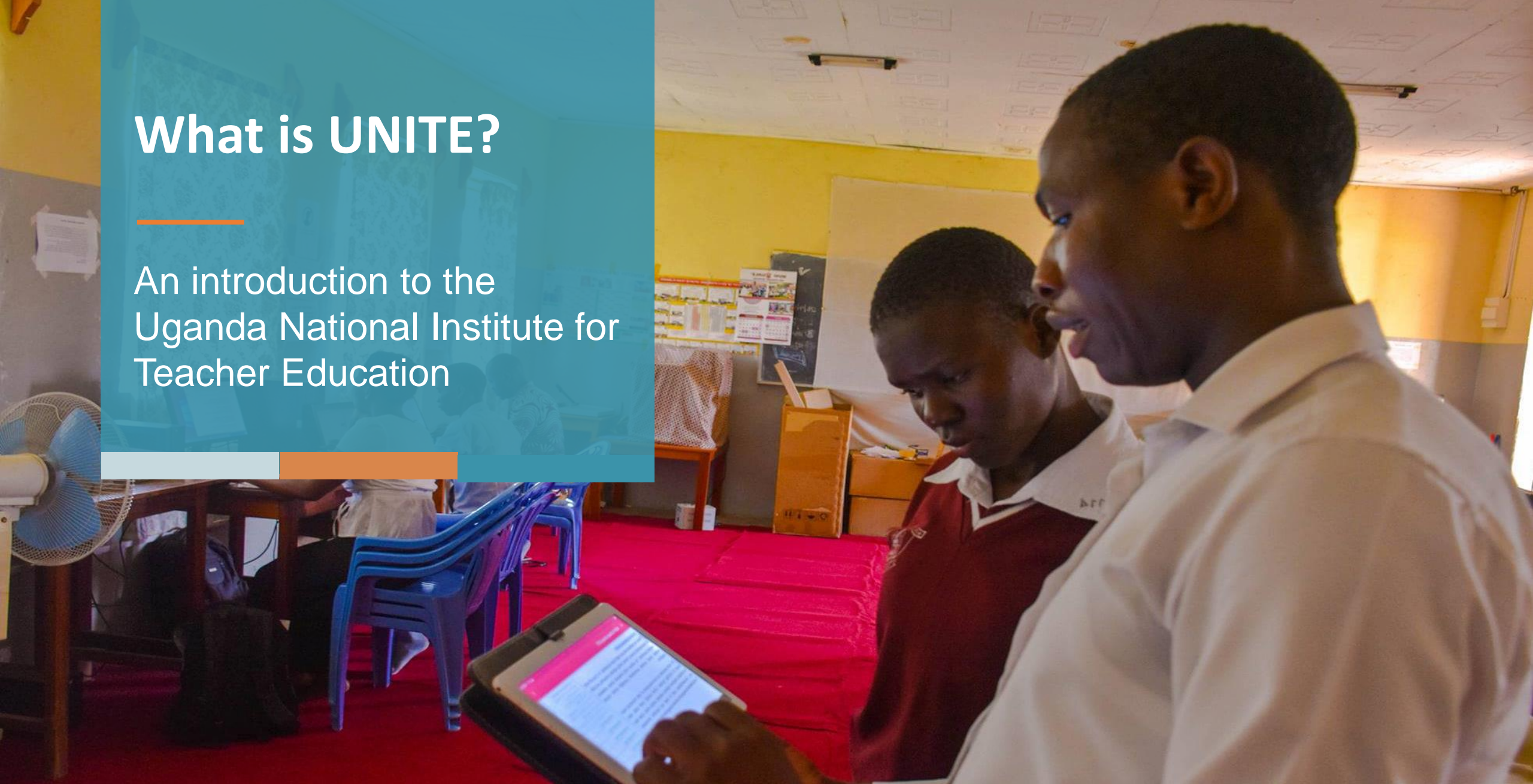
- Teacher Policy Implementation Task force, Technical Team & Secretariat
- UNITE Task force
- Principles for the Teacher's bill in place and presented to Cabinet for discussion
- Shimon Administration approved the College to be turned into UNITE
- Committees to lead development of academic programmes 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

TASKFORCE ASSIGNMENTS

-  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

MANDATE & FUNCTIONS

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

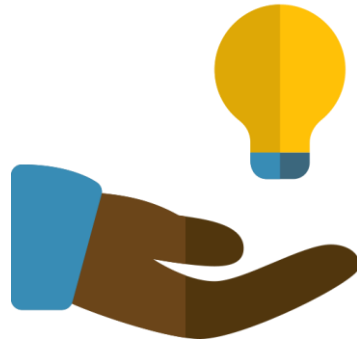
- Strengthen the monitoring, support supervision and inspection functions in the different institutions with a mandate over teacher management and development
- Development and implementation of a clear framework for assessing teachers and other players in the education sector; improve working conditions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

THE OBJECTIVE

Why the NTC?



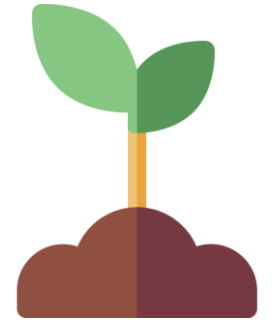
**Continuity of good
Practices - Account**



Knowledge Sharing



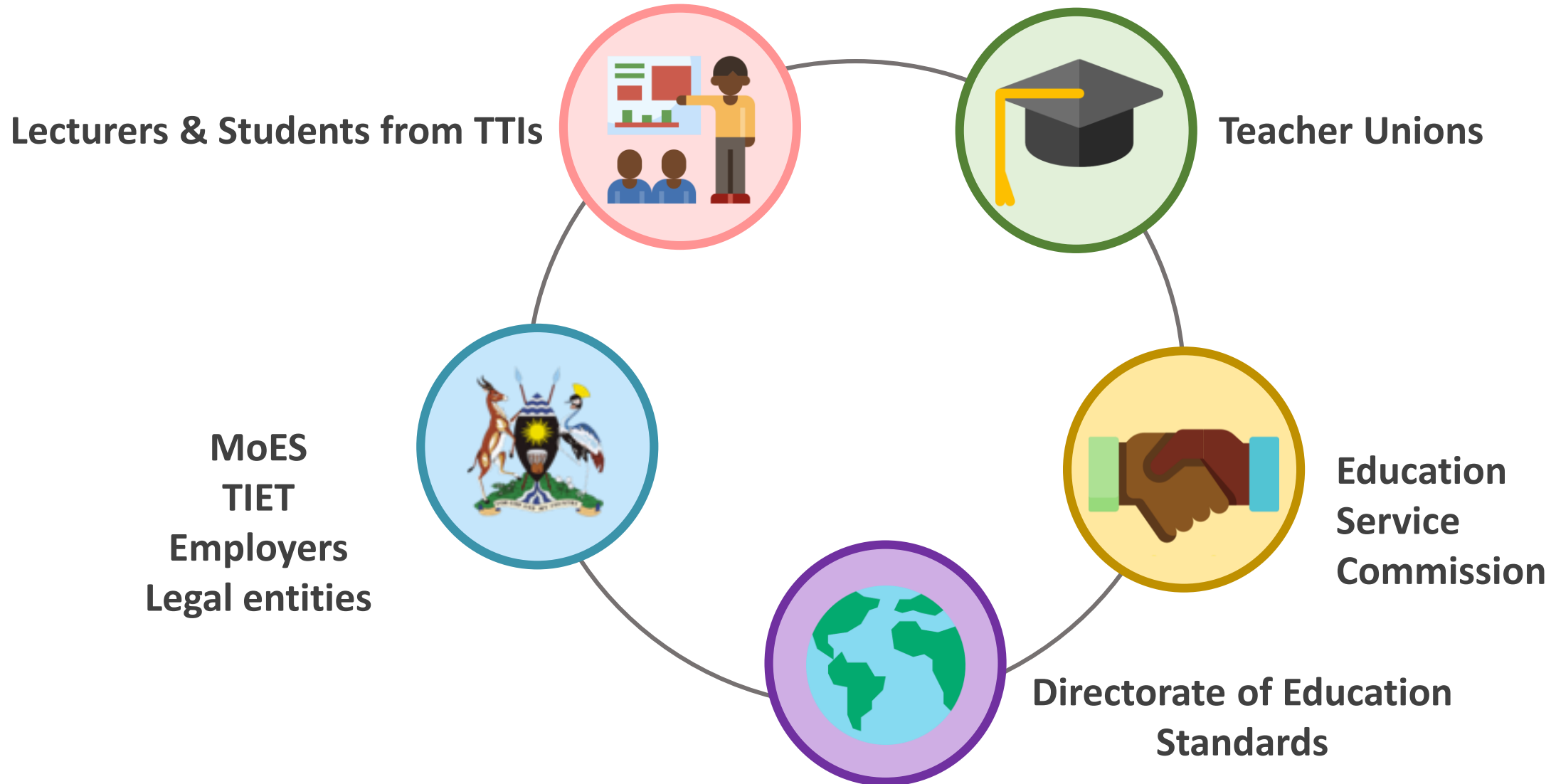
Awareness



**Perf. Management
/Mindshift**

COMPOSITION

Who may constitute the NTC?



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
- ✓ Vocationalisaion - 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?

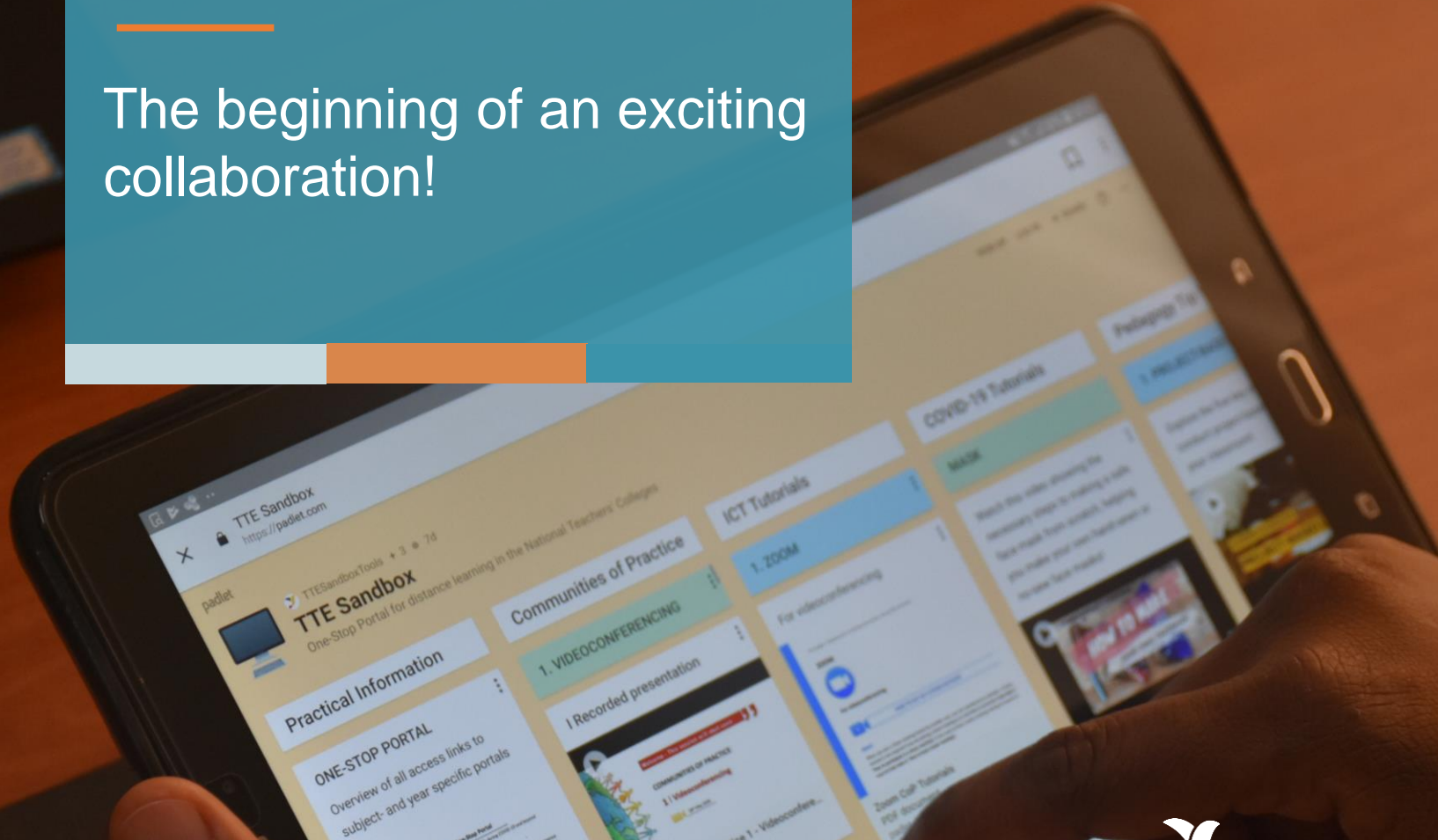
How could Uganda handle delays caused by the political wing? What of anxieties?

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!**