
**TEACHER PROFESSIONAL
DEVELOPMENT FRAMEWORK IN
KENYA
APRIL, 2022**

BACKGROUND

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- Teacher Professional development are either formal or informal activities that registered teachers undertake in order to continuously improve their **pedagogical skills, management skills and learner outcomes.**
 - Teachers in Kenya have been involved in TPD programs for many years.. But such programs had two major shortcomings :
 - i) They do not have common learning outcomes i.e. no standardized outcomes and
 - ii)They are not continuous i.e. One- off or offered for few years only

TEACHERS SERVICE COMMISSION' S ROLE IN STRUCTURED TPD

The institutionalization of the practice and involvement of teachers in TPD is **a regulatory role** of TSC. The powers are derived from:

1. Constitution of Kenya

-**Article 237 (2) (a), (e) , 237 (3) a, b and c**

2. TSC Act 2012

Section 35 (1), 35(2) (a) and (b) of the Act

3. Code of Regulation for Teachers

Regulations 41 (3) a & b.

Why the shift

1.Changing environment of the teaching profession

- 21st century skills demands, RLM, Multi grade teaching, sharing of teachers, Distance Learning
- ICT and
- Knowledge based society

2.Teaching as a profession

- Align teaching with any other modern professions,
- Knowledge base of teaching profession
- teachers must assume a greater responsibility for their own TPD

3.Change from training(Push PD) to Learning (Pull PD)

- In 20th Century and in some context until recently, TPD was based on a training paradigm: deficit-mastery model and one-shot program

What is the shift in TPD

1. Life long learning practice

TPD is a life long professional learning activities for all registered teachers in Kenya.

2. Kenya Professional Teaching Standards

TPD must be based on the prescribed teaching standards, the Kenya Professional Teaching Standards (KePTS)

3. Use of TPD Modules : 6 prescribed modules responding to competency levels of teachers for contracted TPD service providers.

4. Accreditation of TPD service Providers: All organizations interested in offering TPD to teachers must be registered and accredited by TSC

Kenya Professional Teaching Standards(KePTS)

KePTS are a set of competency standards that describe what a Kenyan teacher should know and able to do to enable all learners acquire the expected different learning outcomes in the curriculum

- Standard 1: Teacher **Promotes Professionalism** throughout their Career
- Standard 2: Teacher has **Pedagogical Content Knowledge** and **understanding** of competency-based Curriculum and how to implement it.
- Standard 3: Teacher has **knowledge on assessment and reporting** (of performance)
- Standard 4: Teacher Knows how to **Create and Support Inclusive Education Practices (SNE, Integrated learning, IEP)**
- Standard 5:Teacher knows and promotes **comprehensive school health and safety**
- Standard 6: Teacher has **knowledge of financial literacy skills...(keeping books of A/C, Investments**
- Standard 7: Teacher knows and **practices instructional leadership.**

How will TPD based on prescribed modules be delivered.

Contracted TPD service providers will deliver TPD through:

- 1. Face to Face** workshops will be held at Sub County level. The workshop will take 5 days during one school holiday in a year
- 2. Online webinar (ODL):** During the other two school holidays in a year, professional learning will be through an online platform (synchronous and asynchronous) for 5 days (simultaneously)

Prescribed Modules

- There shall be **six** modules, each having **5** chapters addressing all the 7 KePTS standards.
- Teachers will first enroll for **Introductory Module** which will last for 1 year.
- The Introductory Module will be done through online webinar.

Assessment of TPD

TPD activities will be evaluated based on authentic assessment which will include :

- **Reflective journal:** are you the same or is there change?
- **Participant led final synthesis**
- **Individual Professional Portfolio development and Presentation**

Incentives for Teachers undertaking TPD

- **Earning of TPD points:** At the end of each year, teachers will earn **60 TPD** points based on the prescribed modules
- Teachers will also earn **40 TPD** points based on professional learning captured under **TPAD** e.g INSETS by CEMASTEAs and others.
- Accumulated TPD points will be used to **Renew Teaching Certificate** of successful participants every 5 years

RENEWAL OF TEACHING CERTIFICATE

For renewal of the teaching certificate, a teacher must have completed 5 chapters of a module and provide documentary evidence of successful completion.

Upon commencement of the TPD Programme, all serving teachers will be required to acquire Teaching Certificate renewable every 5 years, while the subsequent applicants for Certificate of Registration will be issued with both certificates

Accreditation of TPD Service Providers

TPD service providers must be recognized and registered with the Commission to offer services which must address the 7 KePTS

The Commission will accredit various categories of TPD service providers as follows:

Category 1:Government Institutions mandated to capacity teachers : Their TPD learning outcomes must be aligned to at least one of the seven KePTS

Category 2:Non State Actors who are in partnership with the Commission. Their TPD learning outcomes must be aligned to at least one of the seven KePTS

Accreditation of TPD Service Providers.... Contd

Category 3: Organizations selected through competitive tendering system. Will use the Commission's prescribed modules with all the seven standards

- Category 3 TPD Service providers will charge a fee for the services they will offer. Currently , teachers will be charged KSH 6000 per year payable directly to the TPD service provider.
- Teachers are expected to enroll with a service provider of their choice.
- The four accredited category 3 Service providers are:
 - ❑ Kenyatta University
 - ❑ Mount Kenya University
 - ❑ Riara University and
 - ❑ Kenya Education Management Institute (KEMI)
- More category 3 service providers will be selected competitively through a procurement process in 2023

MONITORING, EVALUATION AND REPORTING OF TEACHER PROFESSIONAL DEVELOPMENT

The Commission shall undertake continuous monitoring and evaluation of TPD programme for quality assurance, offer professional support and give feedback on the training programmes

THANK YOU
