

# Consultative Implementation Monitoring Council.

The New Guinea Island Development  
Forum on

**How To Improve Accessibility to  
Quality Health and Education  
Services.**

07 – 08 JUNE - 2012

# What are the challenges of Producing and Retaining Quality Teachers ?

- Outline
- Introduction
- Staffing
- Selecting of students



# **An Outline**

Curriculum

Students behaviours

Retaining Quality Teachers



## Staffing:

- High rate of staff migration from Secondary to Primary colleges
- Staff lack of commitments
- High Staff lecture loadings – 24- 30
- Staff students ration at 1:54 or 1: 56
- Staff accommodation
- Staff cross lecturing
- Some evidence of staff absenteeism and punctuality
- Appointment of professional staffs -no common criteria

# Curriculum

- Curriculum is over- crowded (repetitions & not allowed for study periods)
- Incomplete coverage of course content due to shorter time frame
- New courses taught by untrained lecturers
- Agency inclusion of own courses
- Lack of funds to support staff professional development
- Insufficient funds for effective supervision for students block teaching
- Limited study resources ie Library, IT
- Improve Assessment policy



# Selection of students

- Selection based on academic performance alone
- Result required to enter teacher training is quite low
- Students entering from open campus.
- No entry test conducted
- No interviews conducted
- Over selection of students Vs limited study facilities



# Students behaviours

- Students selection does not include students character
- Not screen through entry test
- High rate of alcohol consumption
- High rate of pregnancy
- Students lack of interest to study
- Cult practices
- Overcrowding in dormitories
- High demand for enrolment Vs limited available spaces

# Challenges in retaining quality teachers

- Transfers to high Positions
- Have clear goals and purpose , who are they
- Continuous Professional Support
- Continuous staff development programs
- Supply of current and up to date teaching resources
- Attractive remuneration package
- Induction programs for teachers appointed to new posts



# Challenges in retaining quality teachers

- Inspection system( not enough)
- Monitoring and support
- Recognition and acknowledgment
- Teacher Upgrading programs
- Use of role models
- Leadership programs
- Schools financial support program
- New curriculum support program