



## *To build a national cadre of qualified primary and secondary school teachers to improve the learning achievement for all primary and secondary school students*

*[Ministry of Education Five Year Strategic Plan: 2006]*

### Teacher Training

Improving the quality of teachers and their teaching practices is central to Afghanistan's efforts to rebuild a quality education system. The future of Afghanistan's human capital lies in the ability of the Ministry of Education to invest in teacher professional development. In this context, the Ministry is committed to building a national cadre of qualified primary and secondary school teachers to improve the learning opportunities and achievements for all school-age and older students across Afghanistan.

### Achievements and Challenges

The conflict in Afghanistan has not only destroyed the physical infrastructure of the education system, but also the human resources that are so critical to establishing a quality education system. The Ministry has made great efforts over the past four years to improve the skills and competencies of teachers. Despite the seemingly insurmountable challenges, the Ministry has facilitated the pre-service and in-service training of almost 35,000 teachers and has deployed 138,000 teachers to the schools. It has revived 19 teacher training colleges and has begun an initiative of radio-based teacher training. The Ministry's efforts have been assisted with a large number of partner education organisations who have provided short term teacher training for up to 75,000 teachers.

Over the coming five years, the foundations of an education training structure will be developed with pre-service teacher training facilities being established in every province linked to a district teacher resource centre providing in-service teacher training. The Ministry will expand its scope to support teachers in community-based schools who may or may not be currently employed by the Ministry, but who through a series of training programmes will have the option of full time employment. All teacher training modules will be available through audio visual and radio-based programmes, with every Teacher Training College linked to internet and video conferencing facilities. Radio based programmes will be expanded to ensure all teachers, especially women, and those in difficult to reach areas, are able to access training opportunities. The Ministry is committed to providing upgrading opportunities for teachers, but also to providing training and technical assistance for school principals, administrators and other staff whose role it is to support teachers.

In addition to the above programmes, a special housing scheme for teachers will be established to attract women to the teaching profession and to increase the number of male and female teachers in the rural and underserved areas of the country. In this regard, the Ministry will work towards establishing an environment that will attract people to the teaching profession so once again teaching in Afghanistan will be a respected and sought after profession.

### Major Objectives: 2006 - 2010

- Develop a system to train 233,000 primary and secondary school teachers to ensure they meet Ministry teaching standards by end of 2010
- Review, field test and implement a new grade-specific pre-service teacher training curriculum
- Develop a national in-service teacher training curriculum which is closely linked to the competencies developed through the pre-service curriculum
- Establish a national teacher qualification and registration system, and a competitive, transparent recruitment system
- Construct or rehabilitate 34 teacher training colleges across the country with adjoining boarding facilities for students
- Establish 364 district teacher resource centres across the country (one in each district)
- Establish a special programme to attract female teachers including a special housing scheme
- Train and deploy 2,184 teacher educators across the country to provide ongoing in-service training and teacher support
- Develop a set of distance learning modules for teacher training targeting rural and hard-to-reach primary school teachers.

### Budgetary Requirements

Current Funded Amount:	\$ 98 mil
Funds Required:	\$330 mil
Total Shortfall:	\$232 mil

### Key Partners

World Bank, UNICEF, USAID, DANIDA, JICA, GTZ, French Government, International & National NGOs.