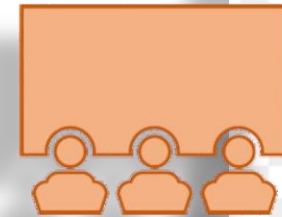


THE TEACHING COUNCIL OF ZAMBIA

STRENGTHENING COMPETENCES THROUGH



**CONTINUING
PROFESSIONAL
DEVELOPMENT**



Significance of CPD in the Teaching Profession



CPD is an In-Service Teacher Education Policy of the Ministry of Education in Zambia that goes back in history long before the establishment of the Teaching Council.



To ensure continued in-service training through which practitioners can **update** their *knowledge, skills, competences and attitudes* to perform their duties effectively.





This forms the **critical rationale for taking part in CPD programs;**







CPD enhances two main categories of competences:

- 1. Classroom competencies**
- 2. Management Competences**




1. Classroom Competences

- ❑ Mastery of the subject materials to be taught;**
- ❑ Skills to understand and identify different learning styles and learning needs of each learner;**
- ❑ Skills to effectively plan the materials to be taught;**
- ❑ Use of appropriate methods and strategies to teach the materials;**

Classroom Competences

-  Skills to assess and measure learner performance;
-  Managing oneself, learners, resources and time;
-  Ability to relate with learners, fellow staff, management, parents and the community
-  Ability to comply to existing legal provisions.

2. Management Competencies

-  **Ability to manage** human, financial and material resources;
-  **Skills to interpret and disseminate the legal provisions and policies** to staff and respective stakeholders;
-  **Ability to share the vision, mission and core-values** of the institution in relation to the ministry and national vision and mission;



Ability to develop and share and implement institution strategic plans;



Ability to provide instructional leadership



Model effective administration



Capacity to mentor, coach and appraise staff.



Ability to monitor and evaluate human, financial and other resources.

Specific Competence Areas

1. Pedagogy

Demonstration of knowledge and competencies in the use of different methods of teaching;

2. Subject Content

Command of the subject matter in the subject(s) of specialisation;

3. Management and Administration

Competencies to manage oneself, others, resources, time and facilities;

4. Professional Knowledge and Code of Ethics

Demonstrate competencies and knowledge of education policies, legal provisions in education and adherence to the code of ethics in the teaching profession;

4. Digital Literacy & Teaching with Technology

Demonstration of competencies in the use of technology (basic IT) to teach or administer;

5. Crosscutting Issues

Demonstration of knowledge of crosscutting issues that affect education.