PROMOTING TEACHER AGENCY

Established in 1928
Democratic Education for Individual and Social Competence

Founding Member Institution
- Philippine Association for Teacher Education (PAFTE)
- Philippine Association for Graduate Education (PAGE)
Providing Access and Success through the Power of Choice
Promoting Agency in TED

1. Overview of TED in the Philippines
2. Outcomes-driven pre-service TED
3. Employability-oriented in-service TED
4. Sustainability and scalability in focus
The Teacher Education and Development Map

Entry to Teacher Education

- DepED
- CHED/TEIs/Schools
- Teacher Licensure
  - PRC
  - Teacher Induction

In-Service Education and Professional Development

- DepED/CHED/TEIs
- Teacher Human Resource Planning, Recruitment, Selection, Deployment and Recognition System

Teacher Induction

DepED* / Civil Service

Teacher Human Resource Planning, Recruitment, Selection, Deployment and Recognition System

Retirement Preparation

*Includes public and private schools
## Teacher Career Progression

<table>
<thead>
<tr>
<th>Career Stages</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Teachers</td>
<td>Proficient Teachers</td>
<td>Highly Proficient Teachers</td>
<td>Distinguished Teachers</td>
<td></td>
</tr>
<tr>
<td>Education and Development Opportunities</td>
<td>• Degree • Licensure</td>
<td>• CPD provisions (seminars, workshops, etc) • Advanced academic qualifications</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Source: CHED OPRKM-KMD, AY 2009-10 to AY 2019-20
<table>
<thead>
<tr>
<th>Position</th>
<th>Plantilla Items (As of Oct 24, 2018)</th>
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<th></th>
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<tbody>
<tr>
<td></td>
<td>Filled</td>
<td>Authorized</td>
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<tr>
<td>Teacher I</td>
<td>400,062</td>
<td>449,550</td>
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</tr>
<tr>
<td>Teacher II</td>
<td>122,938</td>
<td>132,367</td>
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<tr>
<td>Teacher III</td>
<td>197,132</td>
<td>201,939</td>
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<tr>
<td>Master Teacher I</td>
<td>38,072</td>
<td>39,782</td>
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<tr>
<td>Master Teacher II</td>
<td>15,160</td>
<td>16,063</td>
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<tr>
<td>Master Teacher III</td>
<td>27</td>
<td>29</td>
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</tr>
<tr>
<td>Master Teacher IV</td>
<td>0</td>
<td>- -</td>
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</tr>
<tr>
<td>TOTAL</td>
<td>773,391</td>
<td>839,730</td>
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</tbody>
</table>

These public school teachers are required to undergo CPD on an annual basis.

But they just have too much work!
Outcomes-driven Pre-service TED

1. OBE 1.0 in focus and field-based learning experiences
2. OBE 1.5 in focus and remote learning (projects, problems, cases)
3. Moving towards OBE 2.0
Our OBE 2.0 Process

Defining Industry Outcomes

Designing Learner Experiences

Mapping & Scaffolding

A Yuchengco-Ayala Partnership
I need to earn a graduate degree to get promoted.

- I don’t have the energy to do after-work classes
- I cannot sacrifice my weekends for course work
- I believe I have more experience than the professors
- I don’t have the patience to study for another 4-5 years
- I hate the idea of writing a thesis/dissertation
- I can’t afford the tuition for graduate studies
STOP STRESS
Open Admission
Travel Less
Financial Assistance

LEARN BETTER
In-service Learning
Reduced Course Work
Research Writing Options

FINISH FAST
18-24 months only
SBM-related Research
Fully online learning

NTC
Employability-oriented in-service TEd
Coaching Teacher Educators

1. Function of feedback
2. Coaching tool and process
3. Self-propelled learning
Our Teacher Development Process

Observe

Coach & Build Growth Path

Document & Reward
Sustaining Innovation

1. Content vs. Experience
2. Answering vs. Inquiring/Doing
3. Instructor-led vs. Student-led
Pursuing Reasonable Scale

1. Structuring the remote learning modules
2. Maximizing limited synchronous sessions
3. Guaranteeing responsive teaching
“Only those who will risk going too far can possibly find out how far one can go.”

- T. S. Elliot
Promoting Agency in Teacher Education & Development

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