

IN-SERVICE EDUCATION AND TRAINING
TO IMPROVE
PROFESSIONALISM
AMONGST EDUCATORS

by

FAUSIA BANU SIMJEE

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Promoter : Prof J Strauss
Co-Promoter : Prof DR Bagwandeem

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ABSTRACT

This research study focuses on the status of educators and aims at determining whether In-Service Education and Training (INSET) will assist in enhancing their professional status. From the researcher's personal experiences, discussions with fellow educators and review of literature and media reports, it appears that there are a plethora of problems experienced by educators. Awareness of a crisis in education is of great concern, as is the low morale of educators. Credibility of educators needs to be restored. Some educators are unqualified, under-qualified, display poor attitude and mediocre behaviour. It is essential that these educators should be encouraged to improve their teaching skills and performance, build confidence, adopt a positive outlook towards education and perform as professionals.

The research design and methodology followed generally, the qualitative, descriptive and exploratory principles. The survey method using structured questionnaires was employed to collect the primary data for the study. The data was collected on the Microsoft Windows 2000 Excel programme and analysed using the Statistical Package for the Social Sciences (SPSS).

During the last decade, a number of countries have addressed reform measures and refocused on educators' professionalism. A historico-comparative study of various models of INSET was undertaken of the following countries: the United Kingdom, Denmark, Hungary, Hong Kong and Zambia. INSET initiatives undertaken abroad, to improve the quality of educators, is crucial to this study.

INSET structures, provided by various stakeholders in South Africa are discussed. The Code of Professional Ethics, compiled by the "guardian of the profession", the South African Council for Educators (SACE), was outlined. The study also highlights SACE's role of monitoring educators who are guilty of transgressions and misbehaviour.

The findings of this research, conducted in the Umlazi District of the eThekweni Region within the Province of KwaZulu-Natal (KZN), based on the questionnaires, are twofold. Firstly, officials are of the opinion that a reduction of staff, increase in

workloads and a lack of incentives and promotional opportunities have led to educators' poor performance. Secondly, educators believe that implementing quality INSET programmes would assist them to perform as improved professionals. Educators in the study acknowledge that teaching is stressful and are of the opinion that they are accountable for their behaviour and should be *au fait* with the Professional Code of Conduct and Ethics.

Following on from the analysis of the questionnaires, three training programmes were identified and conducted at a public, secondary school. The programmes were entitled: Coping with Stress, Compiling an Educator's Portfolio and Code of Conduct for Educators. The study concludes with recommendations and implications for future research.

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DECLARATION

I, Fausia Banu Simjee, declare that this thesis represents original work that has not been previously submitted in any form to any university. Where use has been made of the work of others, this has been duly acknowledged and referenced in the text.

I, Fausia Banu Simjee, declare that the research in my thesis submitted in fulfilment of the DEd degree in the subject Teaching Studies entitled:

“IN-SERVICE EDUCATION AND TRAINING
TO IMPROVE PROFESSIONALISM
AMONGST EDUCATORS”

represents my own and original work and has not been submitted previously for any degree at any other university.

.....
FB Simjee
(Student Number: 902245694)

.....
Professor J Strauss
PROMOTER

.....
Professor DR Bagwandeem
CO-PROMOTER

May 2006

ABBREVIATIONS AND ACRONYMS USED IN THIS STUDY

ABET	:	Adult Basic Education and Training
ACE	:	Advanced Certificate in Education
ACSET	:	Advisory Committee on the Supply and Education of Teachers
ACSTT	:	Advisory Committee on the Supply and Training of Teachers
ANC	:	African National Congress
APEK	:	Association of Professional Educators of KwaZulu-Natal
AusAid	:	Australian Agency for International Development
BA	:	Bachelor of Arts
BEd	:	Bachelor of Education
BSc	:	Bachelor of Science
CA	:	Continuous Assessment
CATE	:	Council for the Accreditation of Teacher Education
CBO	:	Community Based Organisation
CENESA	:	Dutch Government Technical Co-operation Project
CIDA	:	Canadian International Development Agency
CM	:	Certified Master/Mistress
CPD	:	Continuing Professional Development
CPTD	:	Continuing Professional Teacher Development
CPTDS	:	Continuing Professional Teacher Development System
CTA	:	Continuous Task Assessment
CUHK	:	Chinese University of Hong Kong
CVU	:	Comprehensive University College
DANIDA	:	Danish International Development Agency
DAS	:	Developmental Appraisal System
DEd	:	Doctorate in Education
DES	:	Department of Education and Science
DfE	:	Department for Education
DfEE	:	Department for Education and Employment
DFID	:	Department For International Development
DipEd	:	Diploma in Education
DoE	:	Department of Education
ECD	:	Early Childhood Development
ECDofE	:	Eastern Cape Department of Education
EDS	:	Educator Development and Support
EEA	:	Employment of Educators Act
ELRC	:	Education Labour Relations Council
ELT	:	Ethical and Legal Training
EMIS	:	Education Management Information Services
ETDP-SETA	:	Education and Training Development Practitioner -Sector Education and Training Authority
EU	:	European Union
EVE	:	Ethics and Values in Education
FET	:	Further Education and Training
GET	:	General Education and Training
GEST	:	Grants for Education Support and Training
GRACE	:	Grade Meetings at the Resource Centre
HE	:	Higher Education

HEI	:	Higher Education Institution
HET	:	Higher Education and Training
HIM	:	Headteachers' In-Service Meeting
HIV/AIDS	:	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
HKBU	:	Hong Kong Baptist University
HKIED	:	Hong Kong Institute of Education
HKU	:	University of Hong Kong
HMI	:	His Majesty's Inspectors
HSRC	:	Human Sciences Research Council
ICC	:	In-Service Credit Certificates
INSET	:	In-Service Education and Training
INSTEP	:	In-Service Teacher Education Programme
IQMS	:	Integrated Quality Management System
ISTA	:	In-Service Training Accreditation
ITE	:	Initial Teacher Education
ITT	:	Initial Teacher Training
IQMS	:	Integrated Quality Management System
JICA	:	Japanese International Co-operation Agency
KZN	:	KwaZulu-Natal
KZNDoe	:	KwaZulu-Natal Department of Education
KZNDEC	:	KwaZulu-Natal Department of Education and Culture
LEA	:	Local Education Authority
M	:	Matriculation
MCTE	:	Ministerial Committee on Teacher Education
MDC	:	Manpower Development Committee
MEd	:	Master's in Education
MoE	:	Ministry of Education
MSSI	:	Mpumalanga Secondary Science Initiative
NATU	:	National Teachers' Union
NDoe	:	National Department of Education
NFE	:	Non-Formal Education
NGO	:	Non-Governmental Organisation
NIE	:	National Institute of Education
NPDE	:	National Professional Diploma in Education
NQE	:	Newly Qualified Educators
NQF	:	National Qualifications Framework
NQT	:	Newly Qualified Teachers
OBE	:	Outcomes-Based Education
OFSTED	:	Office for Standards in Education
OKI	:	National Institute for Public Education
OUHK	:	Open University of Hong Kong
PAM*	:	Personnel Administrative Measures
PAM	:	Principal Assistant Master/Mistress
PD	:	Professional Development
PEI	:	President's Education Initiative
PGCE	:	Post-Graduate Certificate in Education
PGM	:	Principal Graduate Master/Mistress
PHD	:	Doctor of Philosophy
PRESET	:	Pre-Service Education and Training

PTMIK	:	Methodology and Information Centre for In-Service Teacher Training
QTS	:	Qualified Teacher Status
RDP	:	Reconstruction and Development Programme
REQV	:	Relevant Education Qualification Values
RNCS	:	Revised National Curriculum Statements
RSA	:	Republic of South Africa
RTC	:	Refresher Training Course
SACE	:	South African Council for Educators
SADTU	:	South African Democratic Teachers' Union
SAOU	:	Suid-Afrikaanse Onderwysers' Unie
SAQA	:	South African Qualifications Authority
SASA	:	South African Schools Act
SCITT	:	School-Centred Initial Teacher Training
SEM	:	Superintendent in Education: Management
SGB	:	School Governing Body
SIDA	:	Swedish International Development Agency
SIMON	:	School In-Service and Monitoring
SIP	:	School Improvement Plan
SIR	:	School In-Service Record
SPRINT	:	School Programme of In-Service for the Term
SPSS	:	Statistical Package for the Social Sciences
TDC	:	Teacher Development Centre
TG	:	Teacher Group
TGM	:	Teacher Group Meeting
TICC	:	Teacher's In-Service Credit Card
TL	:	Team Leaders
TOC	:	Target Orientated Curriculum
TRC	:	Teachers' Resource Centre
TTA	:	Teacher Training Agency
UGC	:	University Grants Committee
UNETPSA	:	United Nations Education and Training Programme for Southern Africa
USAID	:	United States Agency of International Development
WSE	:	Whole School Evaluation
ZATEC	:	Zambia Teachers' Course

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