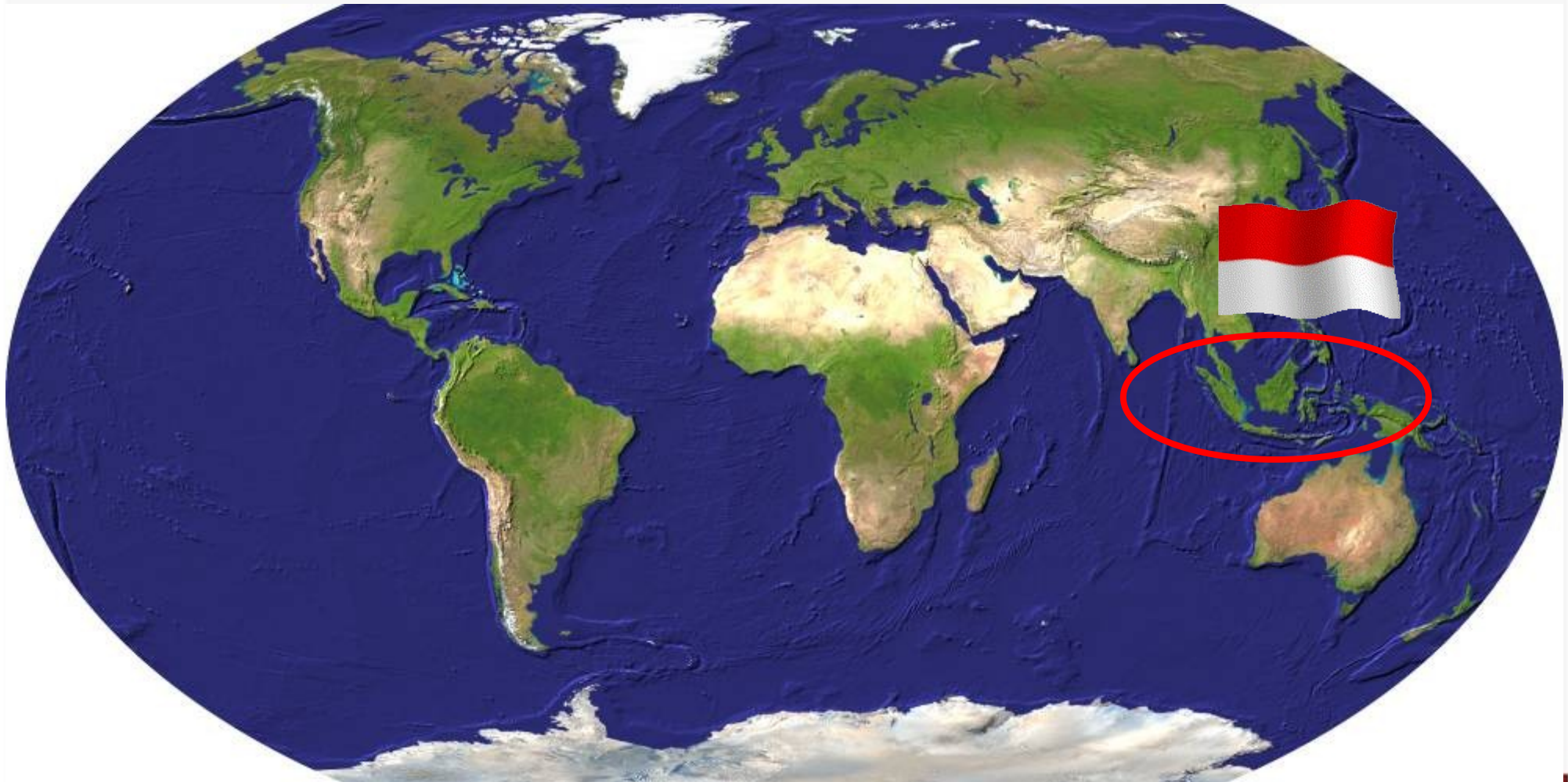


The Effectiveness of Teacher Training in Indonesia



Where is Indonesia?





Facts on Indonesia

- Islands : 17,508 (with 5 major Islands and 6,000 inhabitant islands)
- Population : 240 million
- Growth rate : 1.14 %
- Ethnic groups : 300
- Languages : 742 (with one national language: Indonesian Language)

Facts on Education

- Nine years free basic education

Number of students:

- Elementary : 26,500,000
- Junior High School : 8,600,000
- Senior High School : 3,500,000



Transition rate:

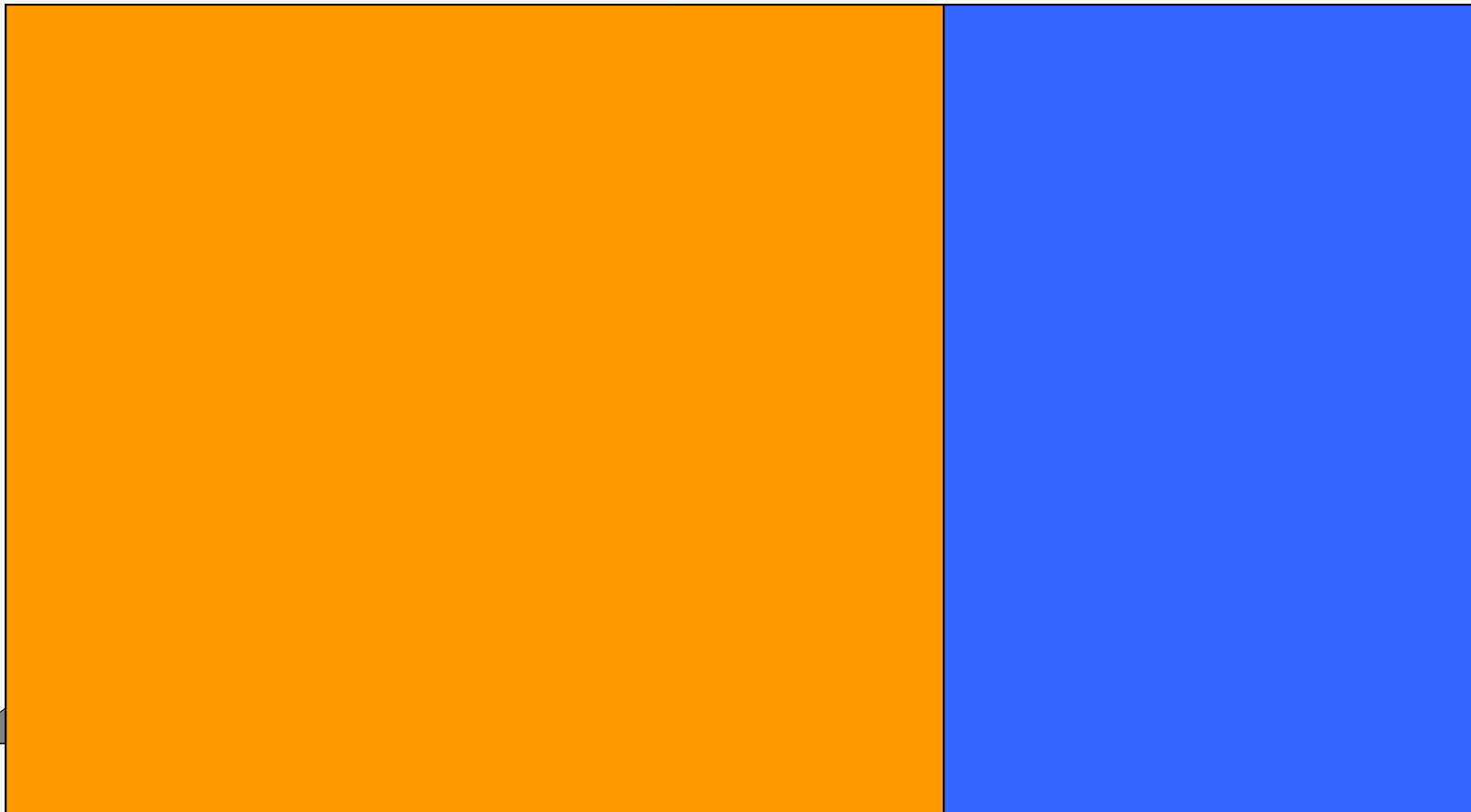
- Elementary to Junior High : 3.26 % do not continue
- Junior High to Senior High : 15.28 % do not continue
- Senior High to Tertiary Institutions : 38.71 % do not continue

Source: Indonesian Ministry of National Education, 2008

Teachers Profile in Indonesia

Source: Ministry of National
Education, 2008

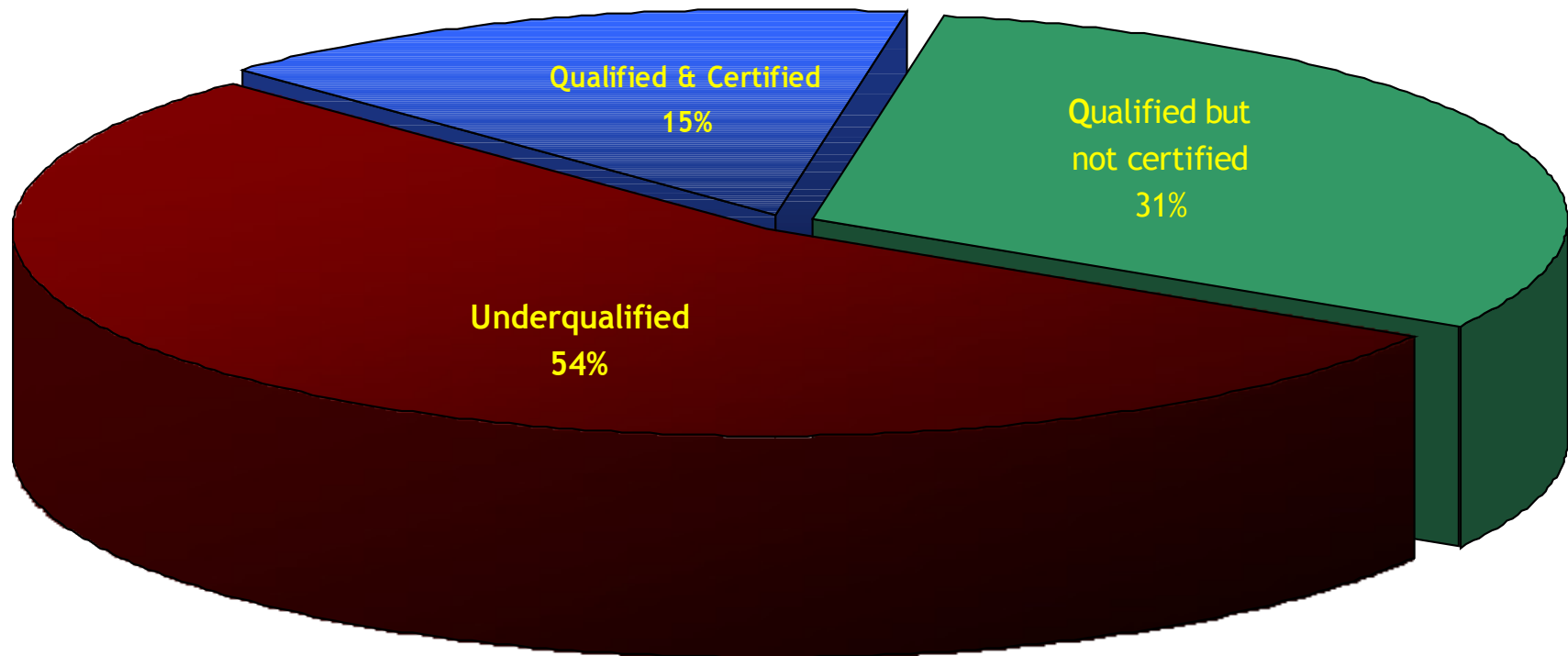
Indonesian Teachers by Highest Certificate



More than 54% of the total 2,603,650 teachers in Indonesia are under-qualified; and still to obtain required qualification of Undergraduate Degree

Teachers Profile *in Indonesia*

Indonesian Teachers Qualification



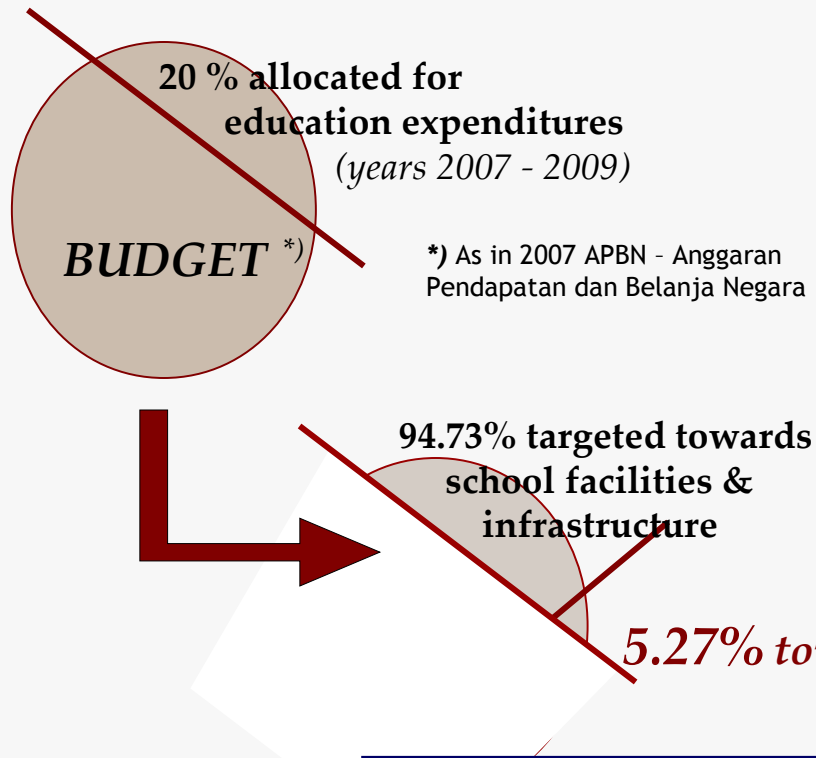
Source: Ministry of National Education, 2008

The Big Picture

Expenditure for educators in Indonesia

Goal of Indonesian Ministry of Education 2005-2009 Strategic Planning:

Creating fair and quality education framework which is supportive towards development of smart and competitive Indonesian people; which also in accordance with the needs of local as well as global community



Certification for 2.7 million of Indonesian teachers

Teacher Certification Program

- An initiative by the central government to improve the teachers' quality

- Can be achieved in two ways:
 - a. One year certification program (*not in practice yet*)
 - b. Portfolio assessment



Issues on the teachers' professional development program



- Teachers compete to attend professional development program for teachers' certification
- The professional development program is short term or 'one shot' training
- Training providers focus on the quantity rather than quality

Together we can make a difference.....



About Sampoerna Foundation Teacher Institute (SFTI)

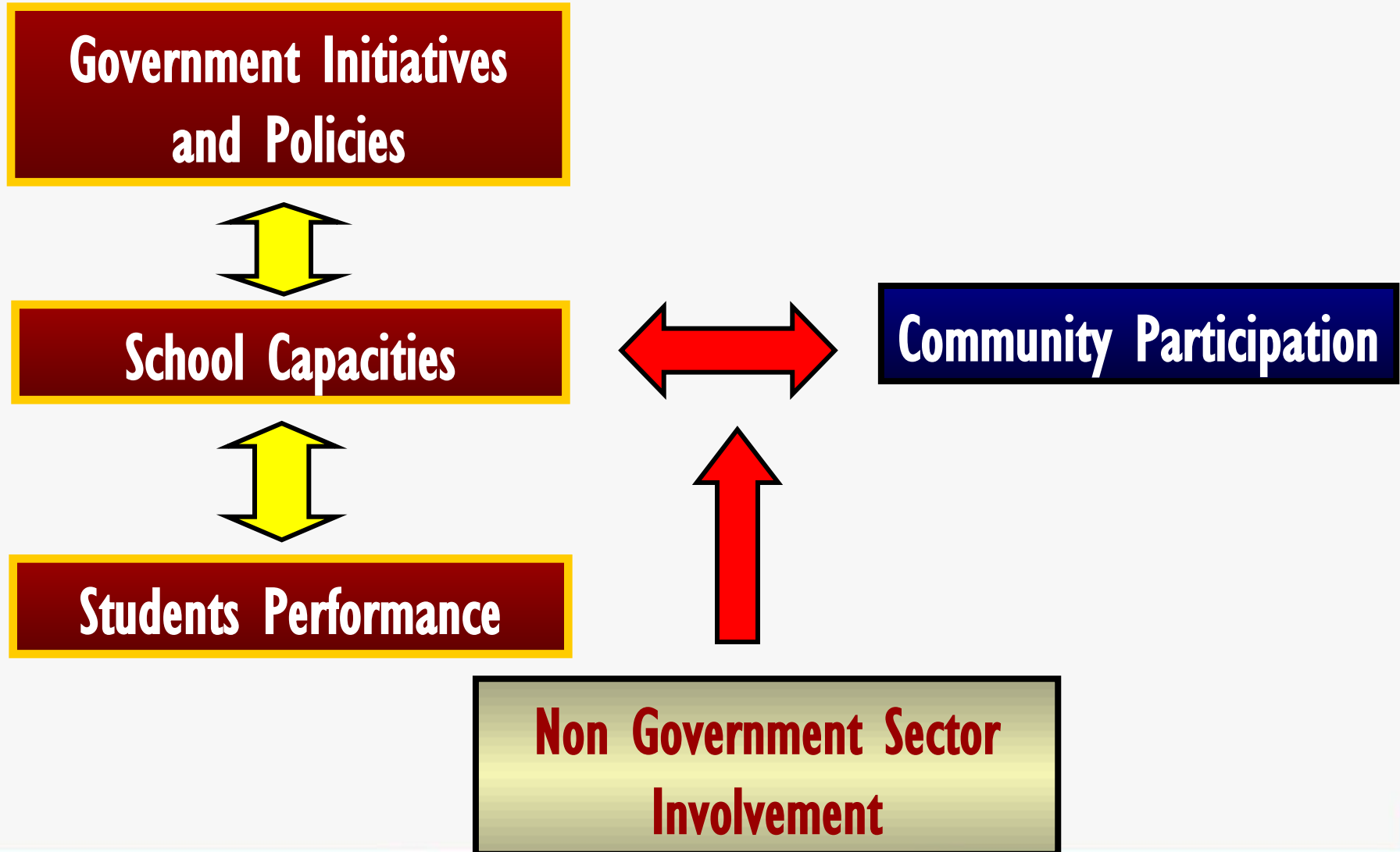
SFTI is part of Sampoerna Foundation (SF), a professional philanthropy organization and a service provider with the focus in education. SF has awarded more than 32,000 scholarships to students all across Indonesia.

Sampoerna Foundation Teacher Institute (SFTI), is one of the key pillars of the Sampoerna Foundation, and provides the teachers of Indonesia with quality professional development programmes to increase their knowledge, skills and abilities in order to enable them to best meet the needs of youths in Indonesia.



...set the mind to receive

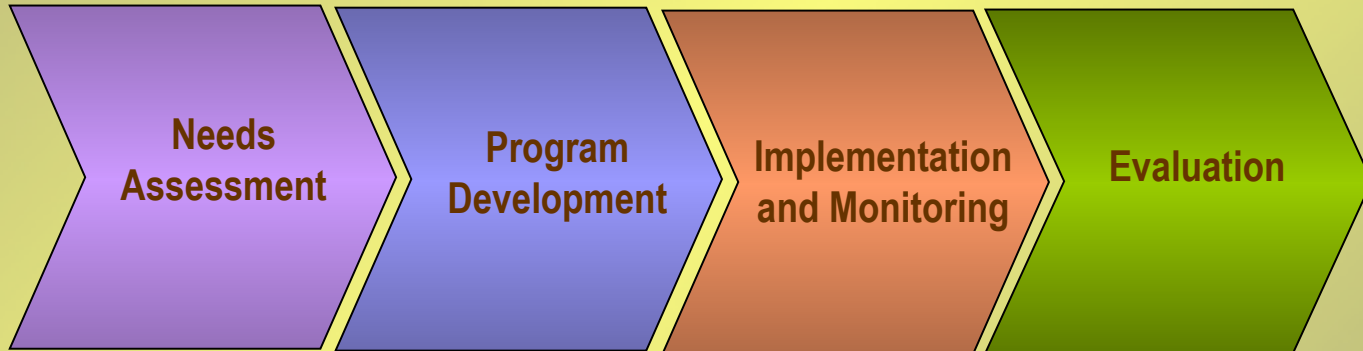
Stakeholders



The process

Teacher and Principal Development Program

Current Condition



Expected Outcomes

The process : Needs Assessment

Head of DoE
Local Government

Schools
Principals
Teachers
Students
Resources
Facilities

Observation
Interview
FGD
Documents

Findings and Recommendations

Needs Assessment



The process : Program Development

**Program
development team
is formed**



**Program's
content and
Logical
Frame are
developed**



**Group
discussion
and program
revision**



**Program
Development**

The process : Program Implementation and Monitoring

Coordination with
the local DoE and
local authority



PD programs
delivery

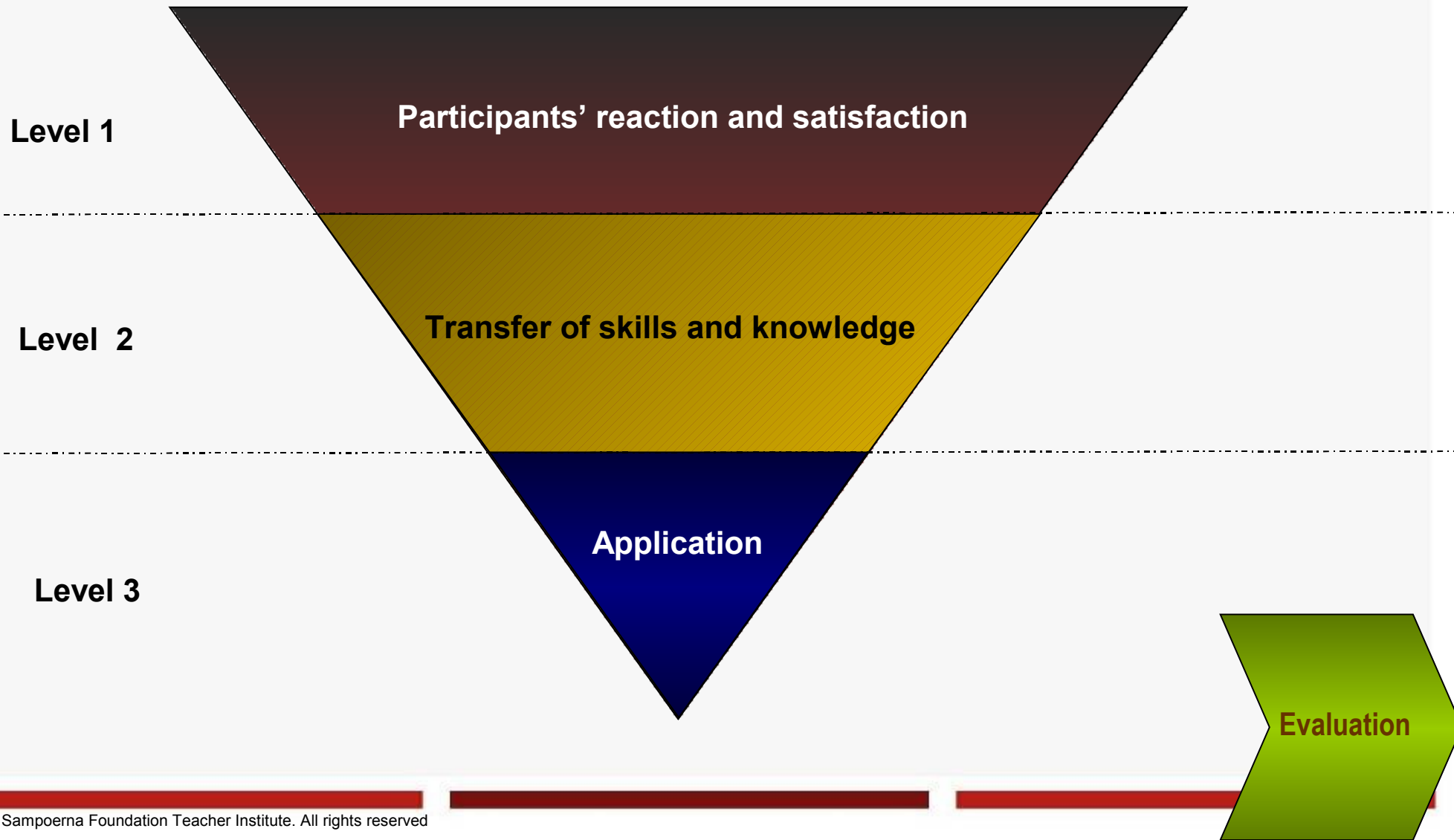


Program
monitoring



Implementation
and Monitoring

The process : Program Evaluation



The Challenges

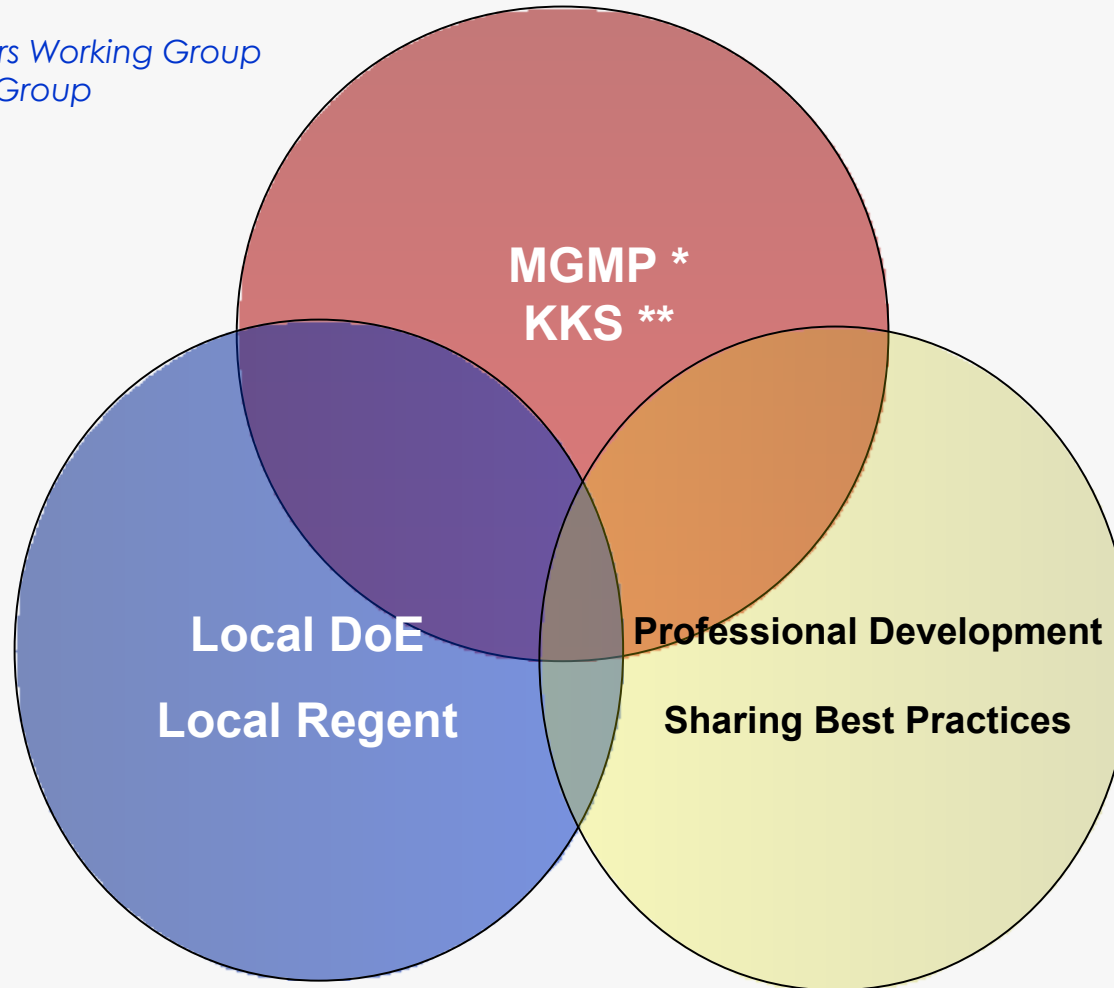
- Lack of evaluation culture, specially in public sectors
- Cognitive constraint
- Lack of communication and coordination between the local DoE and the participants



Program Sustainability

MGMP: Subject Teachers Working Group

KKS : Principal Working Group



Our Footprints



▲ In the initial process



Teacher Institute

“the quality of an education system cannot exceed the quality of its teachers”

(Barber & Mourshed, 2007)



together,
creating our
future leaders

how can YOU make
a difference

SF Teacher Institute

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Thank You

Our Programs

1. **Adopt-a-Teacher**
2. **Baseline Studies (Needs Assessment)**
3. **Principal Leadership Development**
4. **Teachers Professional Development**
5. **Master Teachers Program**
6. **Teacher Learning Center**
7. **Classroom Action Research**
8. **School Consultancy & Development**
9. **Public Workshop & Leadership Training**
10. **Indonesian Teacher Conference**
11. **Teacher Education Programme (TEP)**
12. **Teachers and Principal Sharing Network (TPSN)**
13. **Teacher Scholarship**

