



# **COLLEGES OF EDUCATION: *THE JOURNEY SO FAR***

***Presentation made by the NCTE at the National Policy Dialogue on  
Colleges of Education***

Forest Hotel, Dodowa  
16<sup>th</sup> March, 2015

Paul Dzandu  
Deputy Executive Secretary, NCTE



# OUTLINE

- Introduction
- Main activities undertaken
  - Legal
  - Management and Governance
  - Funding
  - Capacity building
  - Infrastructural development
- Challenges / Way forward
- Conclusion



# Introduction

- Teacher Training Colleges were pre-tertiary institutions under the supervision of the Ghana Education Service – GES
- The Esi Sutherland Addy report, 1987; White paper on reform to the tertiary education system, 1991; Akyeampong report, 1998; Anamoah-Mensah report, 2002 all recommended the upgrading of post –secondary training institutions including teacher training colleges to tertiary status.



# Some Statistics

- No. of Colleges of Education:
  - ✓ Public: 38 ; Private: 8
- Distribution of Public Colleges of Education:
  - ✓ E/R: **6** ; GA/R: **2** ; V/R: **7** ; A/R: **7** ; BA/R: **3**
  - ✓ W/R: **3** ; C/R: **3**; N/R: **3** ; UE/R : **2**; UW/R : **2**
- Total Students enrolment: 33, 526
- Total Staff with PhD: 3
- Total Staff with Mphil : 267
- Total Staff with Masters: 658
- Staff with 1<sup>st</sup> Degrees : 563
- Others including professional qualifications : 164



# Main Activities

## Legal Framework

### Education Act, Act 778, 2008

**Section 1(4) states :** *“tertiary education shall consist of education provided in a university, polytechnic or college of education established by an Act of Parliament or accredited by the National Accreditation Board”*

The Act gave birth to:

- National Teaching Council (NTC)
- National Inspectorate Board (NIB)
- National Council for Curriculum and Assessment (NCCA)



# Main Activities

## Legal Framework Cont'd

### Colleges of Education Act, Act 847,2012

- Colleges of Education Act was assented to by His Excellency the President, on the 27th of June, 2012 (Act 847, 2012)
- Grant of Institutional Accreditation to Colleges of Education in October, 2010 by the National Accreditation Board (NAB) for an initial period of three years.



# Management & Governance

- Establishment of Interim Councils in the Colleges in 2009.
- Inauguration of some substantive CoE Councils in February / March, 2015
- Setting up of CoE desk to coordinate activities of the Colleges of Education.
- Setting up of the NCTE / GESC Joint Committee to manage the transition on directives of the Hon. Minister in April, 2011.



## Activities of the Joint Committee:

- Review of Interviews held for Principals earlier on by the NCTE
- Appraisal / Confirmation of Principals who had appointment letter other than from the appointing authority at the time
- Interviewing of Principals to vacant positions and making recommendations to the GES Council for appointment





## Joint Committee activities cont'd

- Developed Harmonized Statutes, Scheme of Service and Conditions of Service of the Colleges of Education.
- Developed criteria /guidelines for the re-designation of staff in Colleges of Education in line with the new Scheme of Service.



## Joint Committee activities cont'd

- Organised workshops on the single spine pay policy and placement of staff onto the new Scheme of Service in collaboration with FWSC and PRINCOF.
- Undertook initial placement of staff onto the Scheme of Service and submitted same to FWSC for finalisation



# Funding:

- Trainee Allowances abolished and replaced with the students loan facility.
- Abolishing of the quota system paving way for CoE to admit students according to their capacity
- Fresh student intake increased from around 9,000 to over 14,000 as a result of the end of the quota regime.
- Feeding grants given to trainees who do not receive allowances.
- Continuing students continue to receive the allowance.



## Funding continued....

- Budget for Goods and Services and investment of the Colleges of Education now under the NCTE
- Compensation for CoE staff continues to be with the GES
- GETFund allocations under the NCTE



# Capacity Building

- NCTE organised training workshops on governance for Council Chairpersons, Principals and key administrative Staff on governance and financial regulations.
- NCTE organised workshops on budget preparation and procurement for finance and procurement officers.
- GETFund staff development fund is extended to CoE. A number of CoE staff have benefited to undertake Masters degree programmes.



# Infrastructural Development

- NCTE's infrastructural Committee undertook assessment of the state of infrastructure in all 38 Public Colleges of Education and made recommendations to Interim Councils, MoE and GETFund to guide allocation of resources



- A number of GETFund projects have been undertaken in all the Colleges. Some have been completed, others are on-going



# Challenges

- Infrastructure development to meet tertiary status.
- Future Status of CoE's vis – a – vis mentorship by affiliate universities
- Determination of fate of staff who cannot be absorbed into the CoE.
- Recruiting qualified key personnel such as Librarian, Procurement Officers, Internal Auditors etc.





# Challenges cont'd

- Capacity of management and staff to understand the tertiary education landscape
- Council members knowing their roles and responsibilities



# Way Forward

- Finalisation of negotiation with FWSC for single spine structure for CoE
- Building Capacity of Staff
- Defining Roles of NCTE, NTC, GES and affiliate institutions in the management of the CoE's
- Develop standards and norms for CoE's as done for universities / polytechnics



- Development of Quality Assurance Frameworks for Colleges of Education
- Managing private Colleges of Education.



# Conclusion

Colleges of Education may be considered as infant tertiary institutions who may eventually become autonomous as tertiary institutions.

While the transition is yet to be completed, MoE, NCTE, NAB, NTC, GES, affiliate institutions, development partners etc. should collaborate to get them on their feet.



***THANK YOU***

