

NIET and the EDSP

The Education Development Strategic Plan calls for:

1. Improving the quality of teaching and learning.
2. Developing the capacity for planning and management.

NIET and Teacher Education Strategy

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NIET is responsible for the:

- Continuous Professional development Program for teachers who are in service.
- Support CDTP
- Qualifying School Principals and Education Supervisors,... in cooperation with Univ.

NIET & MoEHE Plans

- In light of the focus on the implementation of EDSP, the training responsibility of NIET would include
 - 1- Coordination the identification and compiling of training needs (in areas of planning, management, administration, generic skills, communication, specialized needs, and other)

NIET & MoEHE Plans

- 2 - Designing training programs jointly with local and international universities and institutions
- 3- Organizing training programs at NIET in Ramallah and in districts
- 4- Conducting studies to identify training, coaching and technical assistance needs that are required for educational policies
- 5- Networking : locally , regionally and internationally.

NIET Vision

A key player for professional development in the educational sector at the national level. .

NIET Mission

- Enhance the capacity of educational leaders to improve the quality at all levels in the Ministry
- Strengthen the school leadership for improved learning outcomes.

Strategic Objectives

- Developing the performance of Ministry employees
- Improving the quality of the teaching and learning processes
- Providing the decision makers within the MoEHE with the necessary information to develop the educational policies.
- Developing the capacity and resources of the NIET
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strategic methods of NIET work

- Adopting Blended learning approaches to professional development.
- Networking with educational institutes locally and internationally
- Focusing on outcomes and impact not on input and output.
- Providing relevant, hands on, practical courses to trainees
- Building a cadre of well prepared trainers (from NIET, MOE, and local institutions)

NIET Physical Facilities

- **Multipurpose** room (DVC, LCD, ...)
- The **conference** room 250 people, (DVC, LCD, internet, translation facility...)
- The **computer lab**
- **Training halls** 4
- The **library** and **resource** center
- **Hotel**, (40 beds)
- **Cafeteria**



Strategy for skills development

Performance results orientations:

- linked training to tasks which are to be performed by the trainees
- Supervision, coaching and supportive performance assessment

NIET's central coordination role:

- NIET will have to coordinate closely with various MoEHE Directorates General, to draw on their technical expertise in order to design and implement the various training modules as well as the practical follow up on training.

Networking and expanding and developing NIET's capacity

contract trainers from various educational and training institutions in Palestine and abroad for the purposes of designing the training programs/modules, developing training materials and delivering the training workshops.

Training modes

Blended learning approaches (efficient and effective)

Face-to-face training , distance via internet, using Moodle.

NIET has already developed its website

www.niet.ps

Strategy challenges 1

- **Accreditation of training programs:**
Accreditation is one of the challenges that needs a study to be conducted as part of this program. NIET will contract local and international specialist to assist in conducting the study and to set training standards and competence levels.

Strategy challenges 2

- **Incentive system:** a study is to be undertaken with assistance of outside specialist(s). MoEHE will have to formulate a policy regarding the incentive system since it will entail financial and administrative implications.

Strategy challenges 3

- **Job descriptions** for staff not finalized, responsibilities of staff not clear in EDSP implementation.

Strategy challenges 4

- **Sustainability (System changes and Funds)**

EXAMPLE

NIET and Management training

Skills (Examples) 1

- 1- **International trends** in educational policies and development
- 2- **Planning** :Strategic planning , Yearly operational planning
- 3- **Leadership**, and management (Human, resources, financial)
- 4- **Project design** and implementation (Monitoring, review, evaluation Reporting, communication and negotiation)

Skills (Examples) 2

4- **Generic skills**: English language , Computer skills, Protocol, Correspondence, Filing and archiving

5- **Specialized skills** in various plan programs or components (e.g. school mapping, management information systems, curriculum development, etc...).

NIET Major donors

- **Norway:** Establishment 2004-2005, 2010 (expansion)
- **Finland:** program support
- **UNESCO:** Strategic planning course design, Capacity development for 276 Ministry middle managers.

Finnish support characteristics:

- Need driven,
- Flexible in both programs and budget
- Long term residential consultants
- The project life is long enough
- Had a component for NIET , and other department staff development
- Support for system development inside NIET

UNESCO support characteristics:

- Helped the development of comprehensive capacity development strategy at institutional and individual levels .
- Technical support in developing educational training material .
- International experience made available
- Enhanced NIET capacity in better planning
- Coordinate and complement with the Finnish program .
- Limited Financial resources led to lack continuity particularly in school principals training.

Recommendations

- 1- A support for the NIET to build a program that responds to Teacher strategy in terms of building a set of practical courses for teachers
- 2- Support NIET to develop an accredited system for staff development
- Support NIET to implement long term programs.
- Support NIET to provide incentives in the form of inhancing the work envierment for trained staff.

Thank you