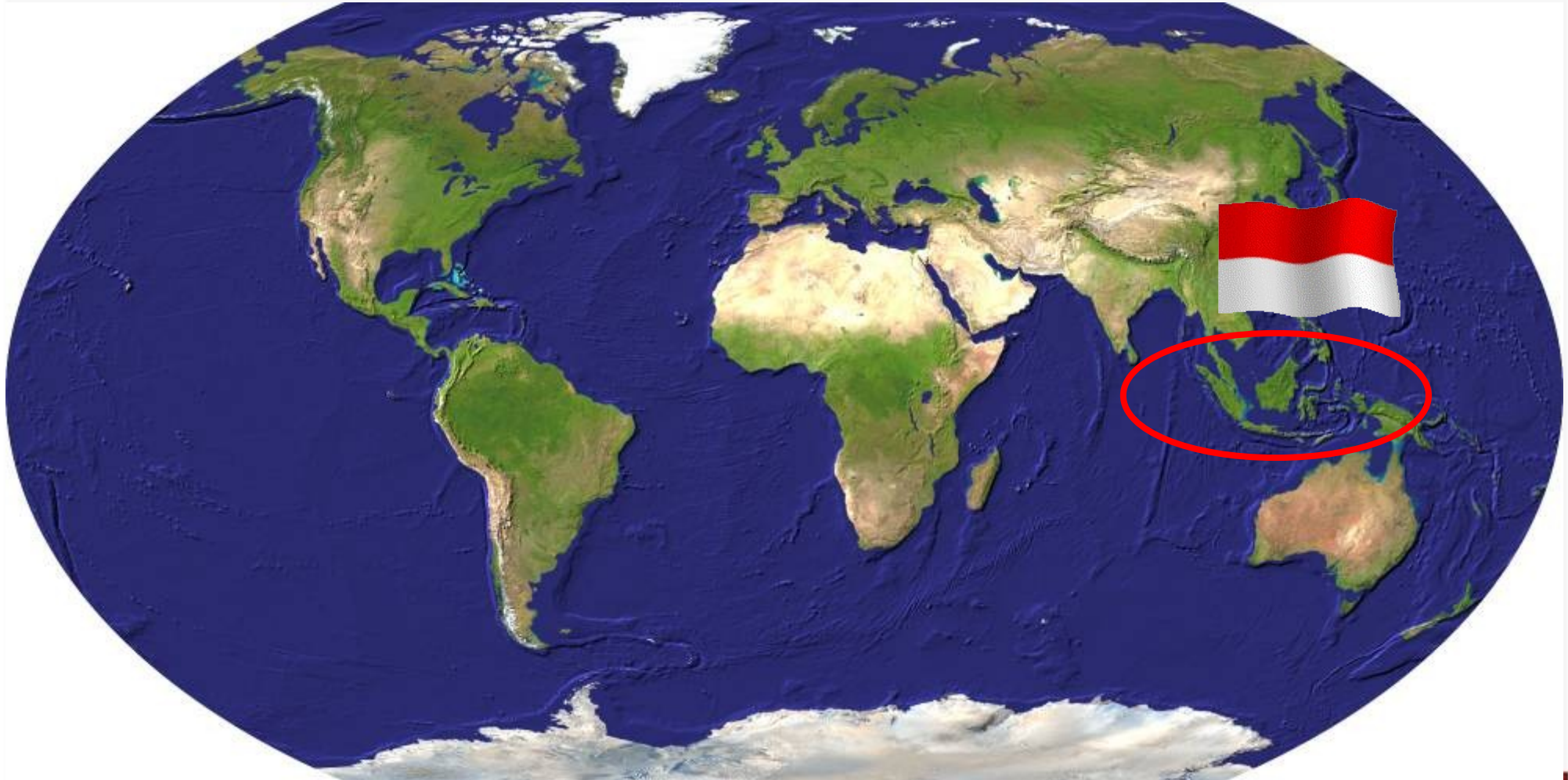


# The Effectiveness of Teacher Training in Indonesia



# 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

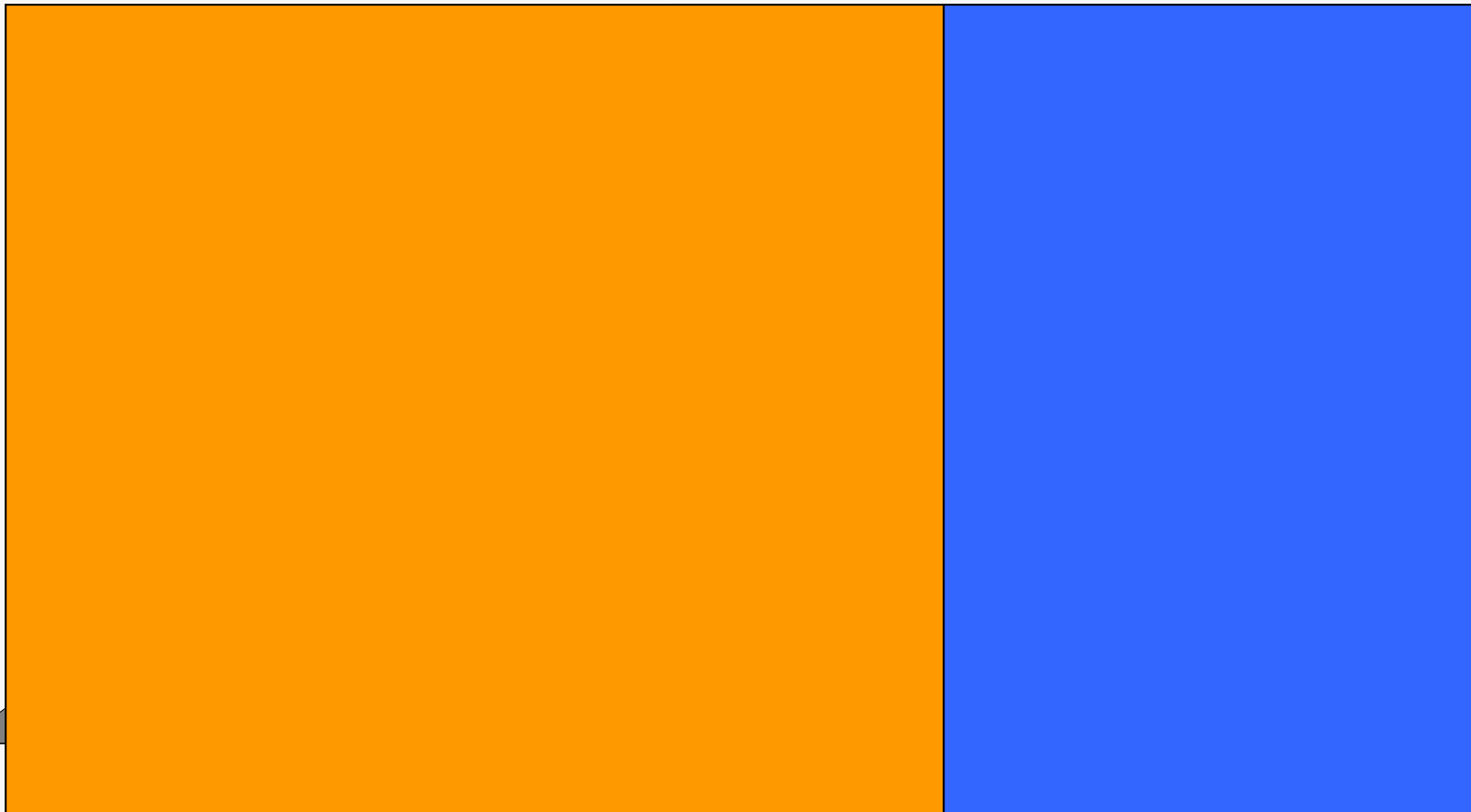
Source: Indonesian Ministry of National Education, 2008



# Teachers Profile in Indonesia

Source: Ministry of National  
Education, 2008

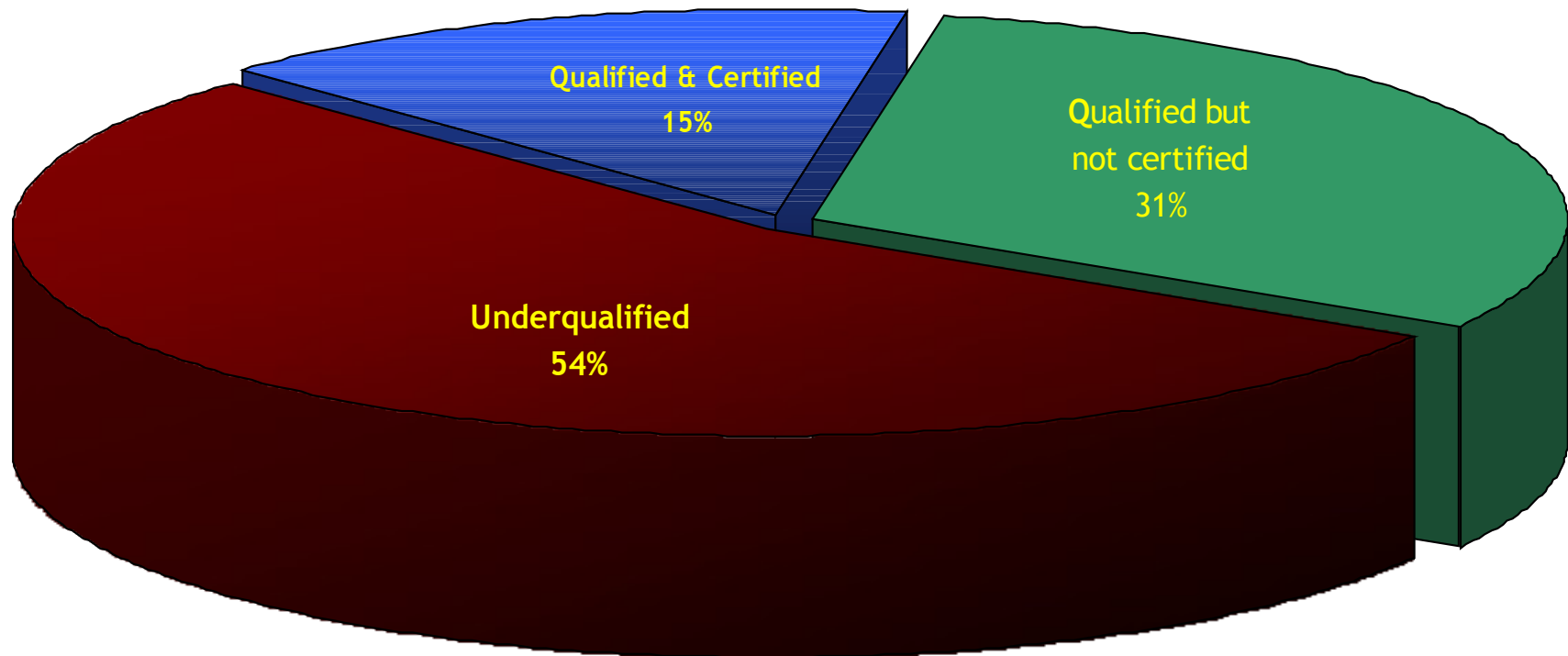
## Indonesian Teachers by Highest Certificate



**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



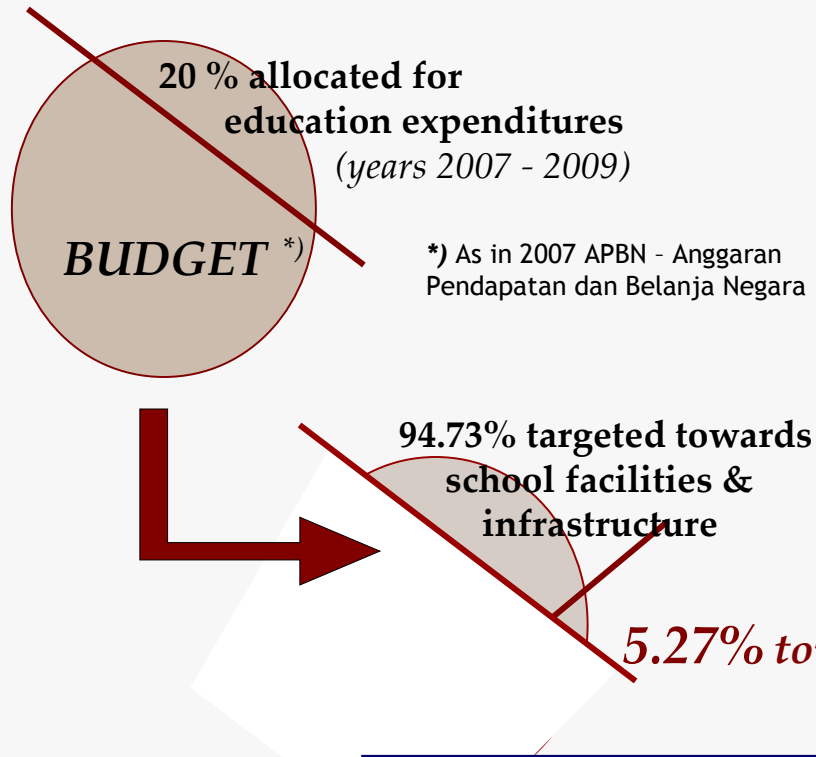
Source: Ministry of National Education, 2008

# 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)

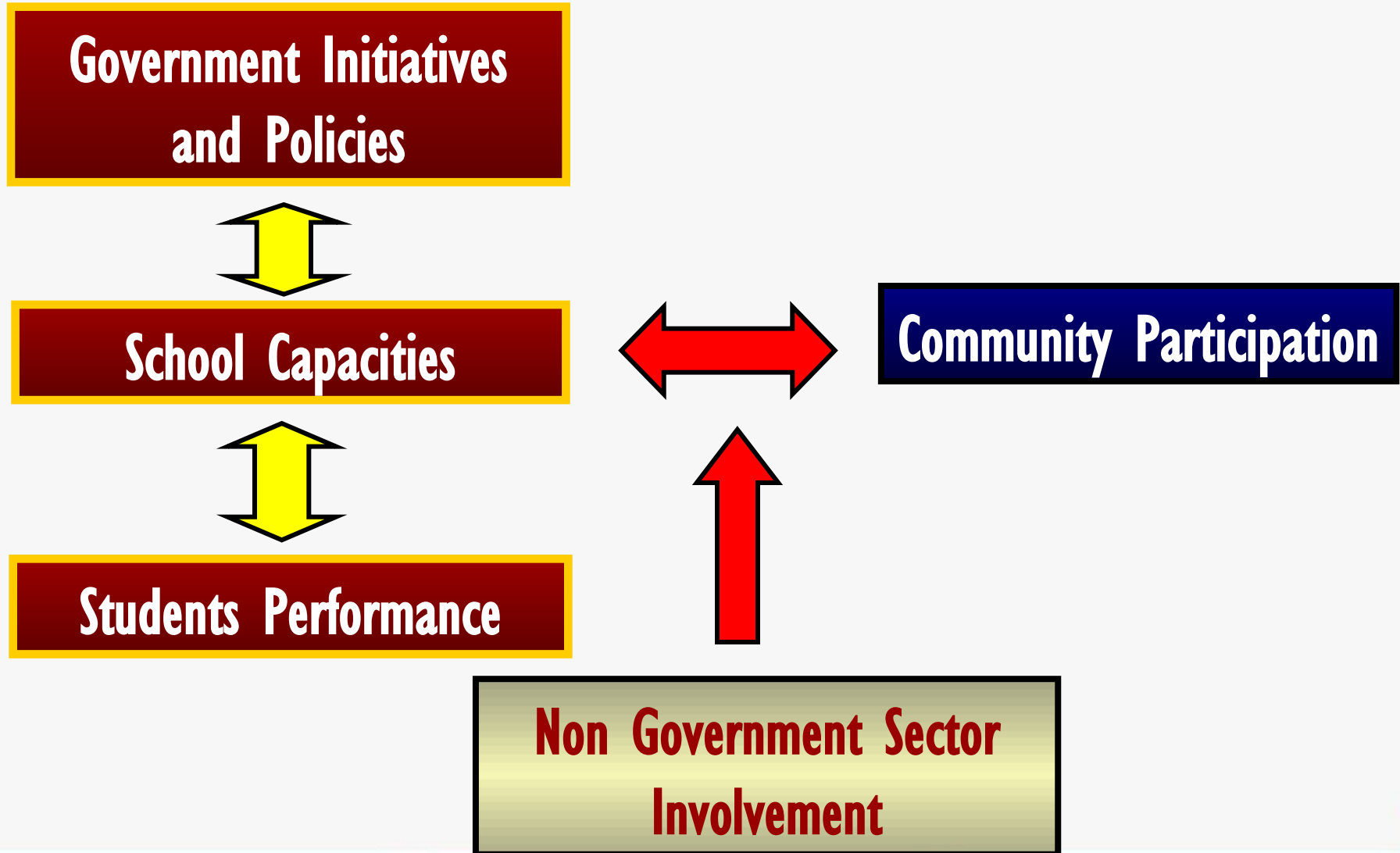
SFTI is part of Sampoerna Foundation (SF), a professional philanthropy organization and a service provider with the focus in education. SF has awarded more than 32,000 scholarships to students all across Indonesia.

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

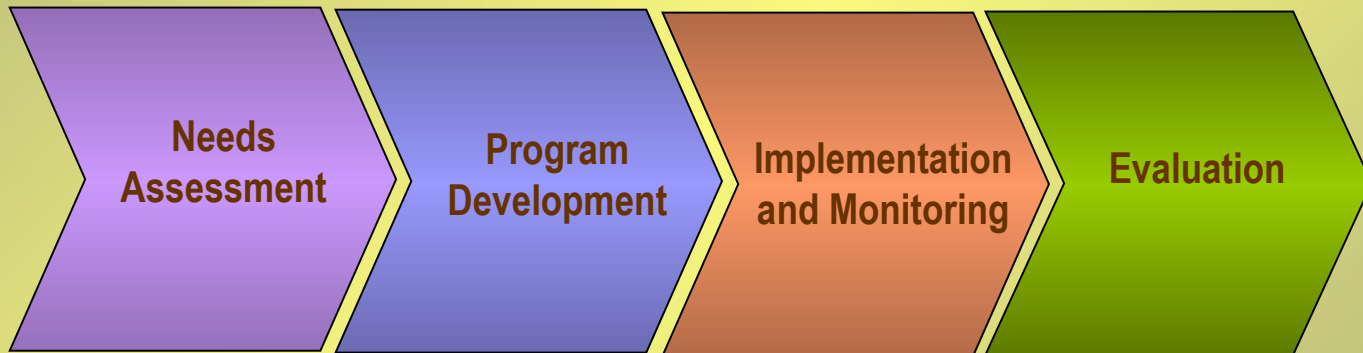
# Stakeholders



# 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 Implementation and Monitoring

Coordination with  
the local DoE and  
local authority



PD programs  
delivery

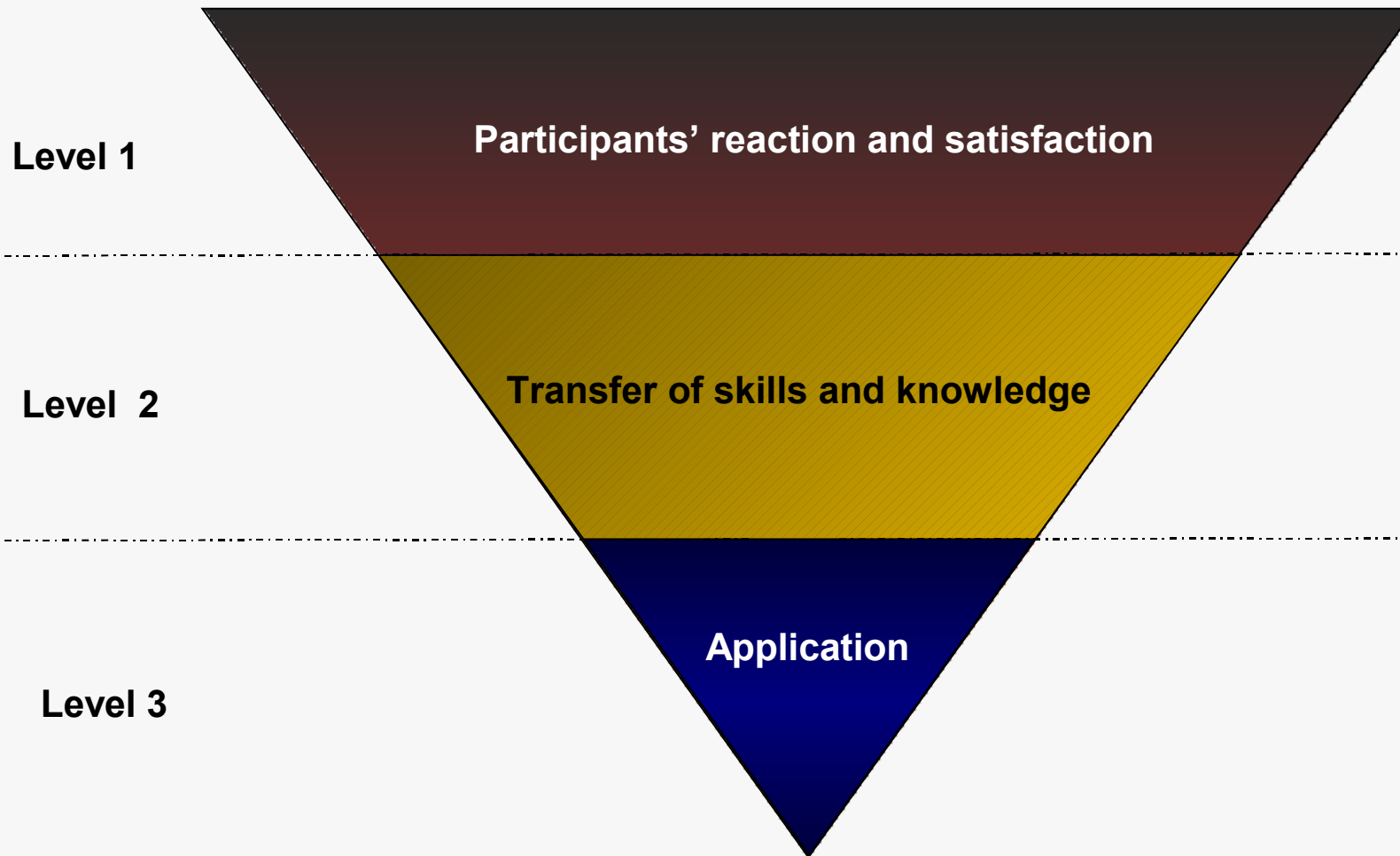


Program  
monitoring



Implementation  
and Monitoring

# The process : Program Evaluation



# The Challenges

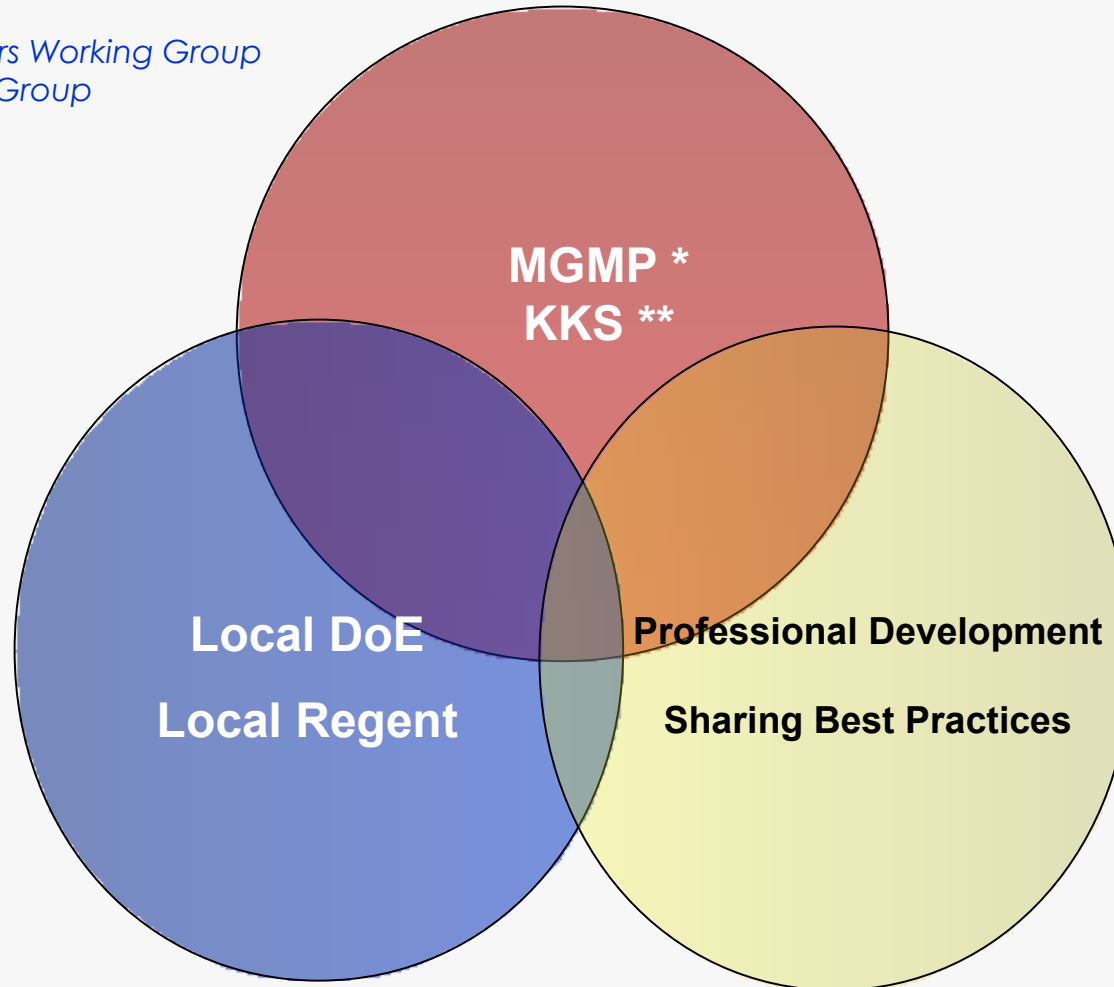
- Lack of evaluation culture, specially in public sectors
- Cognitive constraint
- Lack of communication and coordination between the local DoE and the participants





# 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**

