

Early Childhood Education Workforce



Implementation Arrangements

The ECE workforce development includes two main activities. First identifying core trainers and build their capacity as a ToT for the specific DEO employing WVE well-tailored and tested training manual. The ToTs cascaded the training for ECD teachers in two rounds and organized a separate training in abridged form for selected grade 1-4 teachers, DEO experts and primary school principals for larger advocacy and support. The ECD teachers will take 10 days of training in separate sessions which helps them to link the training activities with their classroom real realities where there are five corners in the classroom. During the raining, teachers were guided to develop sample materials for each corner and then the teachers are expected to produce and put ample materials in each corner. Along with this, there will be discussions and simulations how to support children's independent learning and motivation in the classroom following the daily routine posted at the wall.



Cost and Financing Arrangements

World Vision Ethiopia Covers the training cost for participants from target Woreda. When other non-target Woreda seeks support, WVE shares only the contacts of the ToTs since WVE invests a lot to build the capacity of the ToTs to serve as core trainers for the country in general.



Monitoring and Evaluation tools

- Pre-test and Posttest during the training
- Field observation checklist



Results

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What contributed to the program's success?

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Core trainers presence and the training manual: the program seriously enhances the capacity of core trainers (ToTs) employing its well-tested and developed training manual in order to deliver quality support their respective Woreda ECD program.

The strong linkage b/n the training and the classroom teaching: The training is designed to capacitate teachers to utilize their learnt skills in the actual classroom environment. Besides, the training is giving in two separate rounds/sessions. Teachers will have time to experiment what they have learnt in the classrooms for some months and to come up with challenges and experiences to share in the second round training. This facilitates learning a lot.

The employment of learning corners: the ECD classroom is organized by 5 learning areas where children can access learning materials they choose for individual exploration and group work. The teacher facilitates this process and conducts other routine activities.

Coaching: A primary school assigned 1 trained grade 1-4 teacher as a coach to facilitate discussion and self-learning. The coach can identify gaps and report for the school principals for any assistance. Besides the coach facilitates ECD teachers to undertake learning circles for better learning and sharing.

