

**AFRICA FEDERATION OF
TEACHING REGULATORY AUTHORITIES**

Fédération Africain des Autorités de Contrôle de l'Enseignement

www.africateachingauthorities.org

**The
Making of
AFTRA**

*-Important
Timelines*



Professor Steve Nwokeocha

The Making of AFTRA

*-Important
Timelines*



Professor Steve Nwokeocha
Executive Director
AFTRA

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FOREWORD

Change is the only thing that is constant in life – every other thing changes. With time, the eye-witnesses of the formation of this very important body called AFTRA will surely move on. It is only imperative therefore that the concise history of AFTRA be properly and accurately documented for posterity. This is why I had requested the Executive Director, Professor Steve Nwokeocha, a key player from the very beginning, to put into print the history of AFTRA, no matter how brief.

Accordingly, I am pleased that he has put forward this very concise and pictorial story of how AFTRA came into existence and some of the giant strides over the years. I believe that those coming after the present generation can then build upon this work to document their own contributions to the organisation.

I find AFTRA's history fascinating and inspiring at the same time. Basically, it proves that our little efforts as individuals and organisations are capable of revolutionizing our world. It equally poses a challenge to both old and new AFTRA member organisations to contribute their quota in order that the labour of the founding members would not be in vain. Indeed, this book is an honours roll call of a sort and AFTRA members should strive to have their names recorded in this book. While I immensely appreciate the Executive Director for finding time to write this piece, I strongly recommend it to all individuals and organisations in AFTRA and the generality of stakeholders worldwide.

Rej Brijraj

President

Africa Federation of Teaching Regulatory Authorities

April 2017

PREFACE

AFTRA was born on October 12, 2010 with its inauguration in Abuja, by Nigeria's then Minister of Education, Professor Rukayyatu Ahmed Rufa'i. The birth was a result of constructive and robust relationship between the Teachers Registration Council of Nigeria (TRCN) and South African Council for Educators (SACE) and also the commitment of national and international organisations from no less than fifteen African countries and the International (World) Forum of Teaching Regulatory Authorities (IFTRA) in the UK.

This booklet presents a snapshot of how the birth came about and the journey so far. In 2016, AFTRA transited from Forum to Federation in recognition of its far-reaching status as one of the African continent's most important organisations in the education sector.

For sure the book also serves as manual for AFTRA member organisations planning to host AFTRA events so as to know the standards expected of them. It is also a testimony that AFTRA indeed has accomplished milestones and proved its sustainability.

I thank specially the President of AFTRA and former Chief Executive Officer of the South African Council for Educators, Mr. Rej Brijraj and pioneer Secretary General of AFTRA and former Registrar/Chief Executive Officer of the Teachers Registration Council of Nigeria, Professor Addison Mark Wokocha whose charismatic leadership styles ensured the phenomenal growth of AFTRA. I am also indebted to the current AFTRA Secretary General and Registrar of the Teaching Council of Zambia, Dr Ebby Mubanga and AFTRA Executive Director (Administrative & Finance), Mr. Themba Ndhlovu who brought amazing team spirit to our work and made my job easy as Executive Director (Academic). At the onset in 2010, I actually worked with Ms. Tsedi Dipholo as Co-Director of AFTRA. Then she was and still is the Chief Operations Officer of the South African Council for Educators while I doubled as AFTRA Director and Director of Operations, Teachers Registration Council of Nigeria. Ms. Dipholo's contributions at the birth of AFTRA are sterling accomplishments that cannot be eroded by passage of time. I thank them all both for the job we have done together as brothers and sisters in the service of Africa and for the ideas and materials they contributed to the writing of this little but significant book on AFTRA. To all the AFTRA delegates, conferees and other international networks and partners who helped to bring AFTRA thus far, may they grow from strength to strength.

Prof Steve Nwokeocha

CONTENT

Foreword	iii
Preface	iv
Chapter One 2006: The UK Kick-Off	1
Chapter Two 2007: SACE invites TRCN Director	2
Chapter Three 2009: TRCN/SACE Meeting by the side-lines at IFTRA, Wales, UK	3
Chapter Four 2009: SACE invites TRCN Registrar/Chief Executive	5
Chapter Five 2009: TRCN invites SACE Chief Executive Officer	6
Chapter Six 2010: AFTRA inaugurated in Abuja, Nigeria	8
Chapter Seven 2011: SACE Hosts 2nd AFTRA Roundtable	18
Chapter Eight 2012: Republic of Benin hosts AFTRA 1st Teaching and Learning in Africa Conference	19
Chapter Nine 2012: Tanzania hosts 3rd AFTRA Roundtable	21
Chapter Ten 2013: Kenya hosts 4th AFTRA Roundtable and 2nd International Conference	22
Chapter Eleven 2014: Ghana Hosts AFTRA 5th Roundtable and 3rd International Conference	23
Chapter Twelve 2015: Namibia, the Land of the Brave, played host to AFTRA 6th Roundtable and 4th International Conference	24
Chapter Thirteen 2016: Zambia hosts AFTRA 7th Roundtable and 5th Conference	25
Chapter Fourteen 2017: Lesotho, the Kingdom in the Sky is hosting 8th Roundtable and 6th Conference	26
Chapter Fifteen 2017: The Republic of South Africa eventually hosted the 8th Roundtable and 6th Conference	27
Chapter Sixteen: Concluding Statement	28
APPENDICES	
AFTRA Constitution 2016	31
Communiqués of AFTRA Roundtables and Conferences (2010-2016)	37

Chapter One

2006: The UK Kick-Off

TRCN began operations in 2000 and in 2006 it commissioned its Director of Professional Operations, Prof Steve Nwokeocha, to embark on a tour of sister agencies in Canada and the United Kingdom in search of best practices. While at the Universities

Council for the Education of Teachers (UCET), London, he met the UCET Director, James Rogers who handed him the complimentary card of SACE's Chief Operations Officer, Muavie Gallie and encouraged the TRCN official to also explore collaborations with sister agencies in Africa.



L-R: James Rogers & Prof Steve Nwokeocha

Chapter Two

2007: SACE invites TRCN Director

Upon return from the UK tours in 2006, TRCN Director established robust and friendly communication with the SACE Chief Operations Officer, Mr. Muavia Gallie who in 2007 most warmly invited the TRCN Director over to South Africa. The visit brought about the bonding of TRCN Director and two top SACE officials – Mr Gallie and the Chief Executive Officer, Mr. Rej Brijraj.



L-R: Muavie Gallie (SACE), Prof Steve Nwokeocha & Rej Brijraj (SACE)

Chapter Three

2009: TRCN/SACE Meeting by the side-lines at IFTRA, Wales, UK



Delegates at the 2009 IFTRA Conference in Wales, UK with the Chief Executive Officers of TRCN and SACE present

At the 2009 Conference of the International Forum of Teaching Regulatory Authorities (IFTRA), held in Cardiff, Wales, UK, TRCN Director arranged a side-line meeting of the TRCN and SACE Chief Executive Officers, Prof Addison Mark Wokocha and Rej Brijraj to chat face-to-face for the first time and to build on the relationship that was already blossoming between the two agencies.



**TRCN Delegates at the 2009 IFTRA Conference in Wales, UK.
L-R: Prof Steve Nwokeocha, Prof Addison Mark Wokocha and Dr Grace Adedoyin**



**SACE CEO, Rej Brijraj
(inset) at the 2009
IFTRA Conference in
Wales, UK**

Chapter Four

2009: SACE invites TRCN Registrar/Chief Executive

After returning from the 2009 IFTRA Conference in Wales, SACE CEO invited TRCN to come over to South Africa on a working visit in the same year. That was accomplished and was a most memorable hosting by SACE



L-R: Prof Addison Wokocha, Prof Steve Nwokeocha, Ms. Tsedi Dipholo (SACE Chief Operations Officer who replaced Mr. Gallie) & Rej Brijraj.

Chapter Five

2009: TRCN invites SACE Chief Executive Officer

Later in 2009, SACE also reciprocated and visited TRCN. It was during the visit that the two sister organisations finalised arrangement to convene a continent-wide meeting of teaching regulatory authorities in Africa.



L-R: Ms. Tsedi, SACE Chair Mr Lucas Maphila, Rej Brijraj & Prof Wokocha



Prof Nwokeocha's technical presentations during SACE visit, supported by TRCN Management



SACE team's special welcome by school children in Abuja, 2009

Chapter Six

2010: AFTRA inaugurated in Abuja, Nigeria



Nicon Luxury Hotel Abuja, venue of AFTRA's inauguration & 1st Roundtable



Nigeria's Minister of Education, Professor Rukayyatu Ahmed Rufai, inaugurating AFTRA on October 12, 2010.



Delegates at the AFTRA inauguration



AFTRA first plenary session immediately after its inauguration in 2010

TECHNICAL SESSIONS



TECHNICAL SESSIONS





The communiqué team at 1st AFTRA Roundtable



AFTRA Delegates were welcomed and endorsed by Nigeria's National Assembly



The first AFTRA Roundtable which held immediately after its inauguration was ended with a Nigerian cultural fiesta.

Minister's team at AFTRA inauguration

- **Chief Host** - Professor Rukkayatu Ahmed Rufa'i – Nigeria's Minister of Education
- **Chief Host 2:** Matsie Angelina Motshekga, South Africa's Minister of Basic Education (Represented)
- **Special Guest of Honour** – Senator Bala Mohammed, Minister of Nigeria's Federal Capital Territory (Represented)
- **Chair of the Inauguration** – Prof Ishaq Oloyede, President, Association of African Universities and Vice Chancellor, University of Ilorin, Nigeria
- **Chair of Day 1 Plenary Session** – Prof Peter Okebukola, formerly Executive Secretary, National Universities Commission
- **Chair of Day 2 Plenary Session** – Prof Kabiru Isyaku, formerly Executive Secretary, National Commission for Colleges of Education.
- Prof O.A Afolabi – Permanent Secretary, Federal Ministry of Education
- Dr (Mrs.) Jamila Shu'ara – Director, Tertiary Education, Federal Ministry of Education
- Dr. Victoria Okojie, Registrar/Chief Executive, Librarians Registration Council of Nigeria
- Dr. Sally Bolunjoko – President, Nigerian Institute of Management
- Sudan's Ambassador in Nigeria
- Minister of Education, Mauritius was absent with excuse and pledged commitment to the inauguration of AFTRA
- Several other dignitaries
- Nigeria National Television Authority, News Agency of Nigeria, and other national news media.

Leading Resolutions at 1st AFTRA Roundtable

- The name adopted at inauguration was the Africa Forum of Teaching Regulatory Authorities (AFTRA) which was in line with the name of the world body – International Forum of Teaching Regulatory Authorities (IFTRA)
- SACE Chief Executive Officer, Mr. Rej Brijraj was elected the President of AFTRA
- TRCN Registrar/Chief Executive, Prof Addison Mark Wokocha was elected Secretary General
- TRCN Director of Operations, Prof Steve Nwokeocha was appointed AFTRA Director of Operations
- SACE Chief Operations Officer, Tsedi Dipholo was appointed AFTRA Co-Director of Operations
- TRCN was adopted as AFTRA Headquarters/Secretariat
- It was resolved that AFTRA Roundtable shall hold annually and that the hosting shall be rotated among member countries.
- Sudan was given the hosting right for 2011 Roundtable

Founding Countries

Fifteen countries were represent at AFTRA inauguration and 1st Roundtable as follows:

- | | |
|-----------------|-----------------------|
| 1. Nigeria | 9. Ghana |
| 2. South Africa | 10. Republic of Benin |
| 3. Gabon | 11. Rwanda |
| 4. Kenya | 12. Uganda |
| 5. Mozambique | 13. Tanzania |
| 6. Sierra Leone | 14. Guinea Bissau |
| 7. Sudan | 15. UK |
| 8. Cameroon | |

AFTRA inauguration was supported by UNESCO Abuja



And Teachers Without Borders International

Participants Registered for Inauguration and 1st Roundtable

SN	Name	Designation	Organisation	Country
1	Prof Addison M. Wokocha	Registrar/CEO	TRCN	Nigeria
2	Rej Brijraj	CEO	SACE	South Africa
3	Angela Roberts	Chair	General Teaching Council for Wales/IFTRA	UK
4	Rui Correia Landim	Director General	Institute for National Development for Education	Guinea Bissau
5	Manuel Raimundo Lopes	Director Training	Institute for National Development for Education	Guinea Bissau
6	Itoe Nee Ntuba Mispa Fule	Inspector General of Education	Ministry of Education	Cameroon
7	Mih Julius	National Pedagogical Inspector	Ministry of Education	Cameroon
8	Joachim Mandavo	Adviser	Secondary Education Commission	Congo
9	Alex Tetty Enyo	Minister of Education	Ministry of Education	Ghana

SN	Name	Designation	Organisation	Country
10	Elizabeth Amoah-Tetteh	Deputy Minister of Education	Ministry of Education	Ghana
11	Sylvia Lutterodt	Secretary General	Ghana National Commission on UNESCO	Ghana
12	T.H. Coleman	Coordinator	EMIS, Ministry of Education	Ghana
13	Hilary W. Lukhafwa	Assistant Director	Ministry of Education	Kenya
14	Emmanuel Muvunyi	Executive Secretary	Teaching Service Commission	Rwanda
15	Sylvia Shayo Temi	Director of Academic Planning	University of Dar Es Salaam	Tanzania
16	Henry Bagyema Turyagenda	Commissioner	Education Service Commission	Uganda
17	John Geoffrey Mbabazi	Permanent Secretary	Education Service Commission	Uganda
18	Patrick K. Nkanza	Director General	TEVETA	Zambia

SN	Name	Designation	Organisation	Country
19	Sahr P. Thomas Gbamanja	Dean of Education	University of Sierra Leone	Sierra Leone
20	Kutol Kipkoge	Official	Teaching Service Commission	Kenya
21	Gabriel K. Lengoiboni	Chief Executive Officer	Teaching Service Commission	Kenya
22	Ella Mapulla Mokgalane	Official	South African Council for Educators	South Africa
23	Maluleka Mokwena John	Official	South African Council for Educators	South Africa
24	Steve Nwokeocha	Director of Operations	Teachers Registration Council of Nigeria	
25	Tsedi Dipholo	Chief Operations Officer	South African Council for Educators	South Africa
26	Lucas Magope Maphila	Chair	South African Council for Educators	South Africa
27	Abu Bazariye	Chair	Teachers Registration Council of Nigeria	
28	Tunde O. Adekola	Chief Education Specialist	World Bank Abuja	Nigeria
29	British Council			Nigeria Office
30	DFID/UK			Nigeria Office
31	UNESCO			Nigeria Office

SN	Name	Designation	Organisation	Country
32	Japanese International Cooperation Agency			Nigeria Office
33	US International Development Agency			Nigeria Office
34	Civil Society Coalition for Education for All			Nigeria
35	Ministry of Education			Gabon
36	Ahon Adaka Terfa	Official	Teachers Without Borders International	Nigeria Office
37	Shirley Ikem	Evaluation & Reporting Officer	Teachers Without Borders International	Nigeria Office
38	Chinelo Obiageli Egwumba	Membership Officer	Teachers Without Borders International	Nigeria Office
39	Emmanuel Ande Ivorgba	Executive Director	Teachers Without Borders International	Nigeria Office
40	Dr. G. Udom	Official	Teachers Without Borders International	Nigeria Office
41	Jude Walubo	Official	Teachers Without Borders International	Uganda Office
42	Dorfe Gershon	Official	Teachers Without Borders International	Ghana Office
43	Vincent Agamah	Official	Teachers Without Borders International	Ghana Office
44	Jacob Sossa	Official	Teachers Without Borders International	Republic of Benin

SN	Name	Designation	Organisation	Country
45	Nwalozie B.N.	Desk Officer, Bilateral Agreements	Federal Ministry of Education	Nigeria
46	E. Adesina	Deputy Director	National Universities Commission	Nigeria
47	Joachim Matavele	Deputy National Director - Teacher Training		Mozambique
48	Victoria Okojie	Registrar/Chief Executive	Librarians Registration Council of Nigeria, Abuja	Nigeria
49	Prof. Kabiru Isyaku	Former Executive Secretary	National Commission for Colleges of Education	Nigeria
50	Mrs. Fumi Brown	Tertiary Education Department	Federal Ministry of Education	Nigeria

Chapter Seven

2011: SACE Hosts 2nd AFTRA Roundtable

This followed the inability of Sudan to host due to armed conflict in the country. SACE hosted both AFTRA and IFTRA conferences back to back in Durban, South Africa



AFTRA conference in the beautiful city of Durban, South Africa hosted by SACE, 2011



In 2011: A section of AFTRA delegates in South Africa

Chapter Eight

2012: Republic of Benin hosts AFTRA1st Teaching and Learning in Africa Conference

AFTRA creatively went into partnership with a mega German company called ICWE reputed for organising the largest conference and exhibition events in Africa and globally. The partnership gave rise to the 1st AFTRA Teaching and Learning in Africa Conference hosted by the Republic of Benin in May, 2012. It was a superhit as the combined number of ICWE and AFTRA participants were more than 2,000. AFTRA had sponsors and delegates from as far as the United States of America. The 1st AFTRA conference was so successful that from 2013 AFTRA became independent in its conference organisation. AFTRA also resolved that from 2013, its Conference and Roundtable shall be collocated.



Participants registering at 1st AFTRA International Conference
in Republic of Benin, 2012

Below: Venue of 1st AFTRA Conference and the conference in action ...



Chapter Nine

2012: Tanzania hosts 3rd AFTRA Roundtable

The Tanzania Teachers Union demonstrated its commitment by being the first teachers union to host AFTRA Roundtable. Location was the historic city of Arusha in Tanzania. The Tanzanian Minister of Education personally took charge of the Roundtable, assisted by the Deputy Minister of Education from Mozambique and other top government officials.



Chapter Ten

2013: Kenya hosts 4th AFTRA Roundtable and 2nd International Conference

The Kenya Teachers Service Commission made history for being the first member of AFTRA to host both the Roundtable and Conference in their collocated format. Location was Mombassa, the costal city of Kenya with international tourist attractions.



Chapter Eleven

2014: Ghana Hosts AFTRA 5th Roundtable and 3rd International Conference

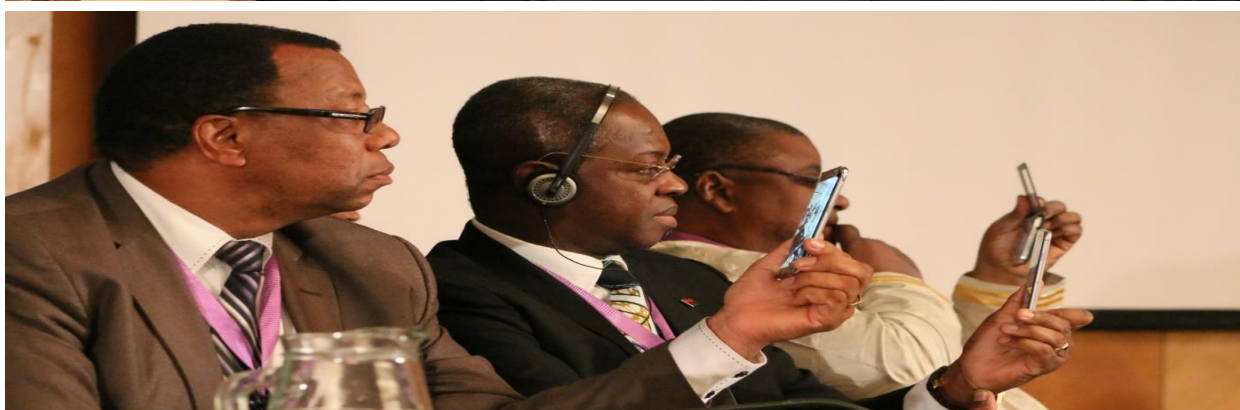
Ghana was another extraordinary success in hosting AFTRA events. The Open University UK in collaboration with the Teaching in Sub-Saharan Africa Project sent over 20 international delegates coming from as far as Europe, China, Japan and African countries. The National Teaching Council of Ghana and Ghana National Association of Teachers (GNATS) anchored the events.



Chapter Twelve

2015: Namibia, the Land of the Brave, played host to AFTRA 6th Roundtable and 4th International Conference

The Namibia National Teachers Union (NANTU) joined the league of teachers union to prove their commitment to AFTRA in extra ordinary way. It was another memorable outing for continent hosted by NANTU, supported by the Ministry of Education.



Chapter Thirteen

2016: Zambia hosts AFTRA 7th Roundtable and 5th Conference

The Teaching Council of Zambia is proudly new but a leading teaching council in Africa. Regardless of its young age, it hosted one of the very best AFTRA events ever. Location was Livingstone, Zambia's tourist capital and home to the legendary Victoria Falls. Zambia currently holds the post of AFTRA Secretary General.



Chapter Fourteen

2017: Lesotho, the Kingdom in the Sky is hosting 8th Roundtable and 6th Conference ...

The Patron and host of the Conference and Roundtable is the Minister of Education, Dr. Mahali Phamotse, MP, Kingdom of Lesotho while partners are the National University of Lesotho and the Lesotho College of Education. It promises to be another watershed.



Above: Top - Landscape of Lesotho popularly known as the Kingdom in the Sky, and bottom - Lesotho's former Minister of Education.

But hold on!

The unforeseen happened (plan for fresh national elections) just a few months to the D-Day and Lesotho handed over the hosting of the 2017 Conference and Roundtable to South Africa. Lesotho hopes to utilize its hosting rights in 2018. Meanwhile Nigeria already has the 2018 hosting rights. So it will be a healthy hosting competition!

Chapter Fifteen

2017: The Republic of South Africa eventually hosted the 8th Roundtable and 6th Conference ...

South Africa is AFTRA's Administrative Headquarters and the 'Castle' of the AFTRA President. It is therefore ever ready to steer the ship. For this reason and being neighbour to the Kingdom of Lesotho, the country very readily took over the hosting of the 2017 AFTRA Roundtable and Conference. This development may affect the hosting sequence already established such as 2017 - Lesotho; 2018 - Nigeria; 2019 - Cameroon; 2020 - South Africa. The 2017 Roundtable shall take a final look at this development.



Chapter Sixteen

CONCLUDING STATEMENT

AFTRA has emerged as a key player in education sector not only in the African continent but also globally. It is highly sought after in policy decisions affecting teachers and teaching in particular and educational development of Africa in general. The following are key annual activities of AFTRA and some of its international engagements and relevance.

AFTRA Key Annual Events

- **AFTRA Roundtable** – which performs functions of the General Assembly, meets once a year but can also hold emergency meetings at other times;
- **International Teaching and Learning in Africa Conference** - The Conference provides opportunities for exchange of best practices between AFTRA (the regulators of the teaching profession in Africa) and members of the global community particularly the academia, Information and Communication Technology experts, employers of teachers, teachers unions, governments, international development partners, non-governmental organisations, and the general public.

Other International Engagements and Relevance

- A great strength of AFTRA is that its members have the statutory mandates of their various countries to regulate how teachers should be educated and how teaching should be practised. In a country like Nigeria, the TRCN is responsible for accreditation of teacher education and registration of professional development providers. It also registers and licenses teachers from pre-primary to the university level.
- The South African Council for Educators is also powerful in the regulation of teaching in that country while the Teaching Councils in Zambia, Lesotho, Ghana, etc are providing effective leadership to the profession.
- In countries like Kenya, Uganda, Zambia and Sierra Leone, the Teaching/Education Service Commissions which are AFTRA members not only regulate teaching but they are also employers of teachers.
- We also have countries where the ministries of education are participating directly as AFTRA members though they have teaching councils or teaching service commissions. A good example here is Lesotho where the Deputy Minister of Education has been AFTRA Board member for years and Ghana where the Inspectorate Board of the Ministry of Education and ministry officials participate directly in AFTRA. Of course, the Ghana Inspectorate Board is a full AFTRA Member.
- The teachers unions and teacher education institutions like universities which are equally members give AFTRA a very wide reach among stakeholders.
- Therefore, AFTRA members are organisations with national statutory mandates and in touch with teachers such that actions that exclude AFTRA or AFTRA members may be missing the key to easy enforcement of teacher policies at the grassroots, national and international levels.

- AFTRA is domesticating important international teacher related protocols and conventions, prominent among them is the *Commonwealth Teacher Recruitment Protocol*. AFTRA member countries oblige themselves to obey these international documents more so when they are domesticated by AFTRA.
- AFTRA is also developing protocols for the teaching profession in Africa such as the protocols on Teacher Internship, Mentoring, etc.
- AFTRA is a powerhouse of teacher professional resources (in terms of literature, expertise, online resources, etc) that could be placed at the disposal of countries and organisations that are supporting teacher professionalism
- AFTRA publishes an international journal annually called the AFTRA Journal of Teaching and Learning in Africa. Very high quality papers presented at the AFTRA conferences are assessed externally and published in the journal.
- Every year, the AFTRA conference and Roundtable come up with a communiqué of key observations and recommendations arising from the presentations and brainstorming sessions. These communiqués are usually disseminated across the continent to guide policies and practices towards teacher professionalism.
- AFTRA is the Africa regional branch of the International Forum of Teaching Regulatory Authorities. It therefore participates actively in the world body's events – biennial conference, international researches on teacher education, standards, status, etc. Currently, IFTRA and the International Task Force on Teachers for Education 2030 are jointly conducting a research on the “teacher regulatory frameworks in the five regions/continents of the world” and AFTRA is covering the Africa region.
- AFTRA is member of the UNESCO *International Task Force on Teachers for Education 2030* and participates in all the relevant research and policy dialogues of the Task Force.
- AFTRA is member of the African Union's *Pan African Conference on Teacher Development* (PACTED) and more currently the *Continental Education Strategy for Africa* (CESA), 2016-2025.
- Since 2012 till date AFTRA is major consultant to UNESCO Regional Office in Dakar, Senegal and conducted several significant researches for the Office. Some of these are researches on “*Teacher Professional Development and Qualifications Framework*” and “*Teacher Key Activities, Competences and Performance Benchmarks and Indicators*”. The researches contributed to UNESCO's development of teacher professional standards and competency framework for West and Central Africa.
- AFTRA is also involved in an on-going research on “*Education and Culture*” in Sub-Saharan African commissioned by the UNESCO Regional Office in Dakar, Senegal.
- AFTRA is an expert-member of the “*Teaching and Learning: Educators' Network for Transformation/SDG4*” (called **TALENT** for short) inaugurated in 2016 by UNESCO Regional Office in Dakar, Senegal.
- AFTRA is supporting the enactment of Acts by national parliaments to legalise teaching and to establish teaching regulatory body to manage the affairs of teachers as professionals. AFTRA does this through using every relevant international forum and visiting African countries for advocacy; and providing knowledge, literature and technical support to stakeholders in the various countries that are working towards the professionalisation of teaching. Most importantly, AFTRA is working closely with newly established teaching regulatory authorities to ensure that they stand strong.
- AFTRA has excellent relations and collaborations with sister international organisations such as *Education International*, *Africa regional blocs*, etc.
- Several international organisations have also formally joined AFTRA as members including the Centre for Mathematics, Science & Technology Education Africa (CEMASTE), Strengthening Mathematics & Science Education in Africa (SMASE-AFRICA), etc.

- Several Universities across the African countries have become AFTRA members, providing resources and looking forward to rewarding activities through AFTRA.
- AFTRA in 2017 signed a memorandum of understanding with the UNESCO-International Institute for Capacity Building in Africa (IICBA), Addis Ababa, Ethiopia as partner. AFTRA has already commenced a robust relationship with IICBA that will contribute to the burgeoning achievements of both organisations.
- In the last eight years of its existence, AFTRA has had over 30 out of 54 African countries participating in its activities. The remaining countries are sure to join with the visible positive impacts of AFTRA on the continent and globally in teacher professionalism.

Appendix 1

AFTRA CONSTITUTION



AFRICA FEDERATION OF TEACHING REGULATORY AUTHORITIES
Federation Africain des Autorités de Contrôle de l'Enseignement
www.africateachingauthorities.org

President: Rej Briraj (Chief Executive of SACE, South Africa), tel: +27824532971, email: brijraj.rej@gmail.com
Président: Rej Briraj (Directeur Exécutif, le Conseil Sud-africain des Éducateurs), tél: +27824532971, courriel: brijraj.rej@gmail.com

CONSTITUTION OF THE AFRICA FEDERATION OF TEACHING REGULATORY AUTHORITIES (AFTRA) 2016

PREAMBLE

We the Teaching Regulatory Authorities in Africa recognise the uncoordinated manner in which the regulation of the teaching profession has been unfolding in the past and that this has had a negative effect on promoting this noble profession in the continent. This also contributed to the low recognition and appreciation of the value of teaching and its impact on building sustainable societies. We therefore commit ourselves to this constitution which will guide the operations of AFTRA and shall be binding on all AFTRA members.

1. NAME

The name of the organization shall be the AFRICA FEDERATION OF TEACHING REGULATORY AUTHORITIES herein after referred to as AFTRA.

2. AFTRA VISION

An African continent with a globally competitive teaching profession.

3. AFTRA MISSION

- i. To raise teacher education and practice and teacher status to the highest possible standards in the African continent and to do so through networking with all relevant stakeholders within and outside the continent;
- ii. To promote African Philosophy and Holistic Education; and
- iii. To promote solidarity and co-operation amongst African Teaching Regulatory agencies.

4. BACKGROUND

Teaching, both as a science and art, is fundamentally affected and transformed by the knowledge economy, information society and global village. The vibrancy and pace of development of the knowledge economy and information society are critically dependent on the work of the teacher as the pivot of the education system. Furthermore, in a globalized world, the qualities and competences expected of teachers are not limited by national boundaries. Such qualities and competences have both national and global dimensions as well. The need for global co-operation and collaboration in the teaching profession gave birth in 2007 to the formation of the International Federation of Teaching Regulatory Authorities (IFTRA) which is the global body of statutory agencies that regulate the teaching profession in all continents of the world.

Faced with the very low participation of the African countries in IFTRA, the South African Council for Educators (SACE) and Teachers Registration Council of Nigeria (TRCN) supported by UNESCO in 2010 convened a meeting of the regulators of the Teaching profession in Africa. Several African countries, including South Africa, Nigeria, Gabon, Kenya, Mozambique, Sierra Leone, Sudan, and Uganda among others, teachers unions, international development partners, and non-governmental organisations attended and resolved to institutionalize the Africa Federation of Teaching Regulatory Authorities (AFTRA). AFTRA was consequently inaugurated in Abuja, Nigeria on October 11, 2010 by the then Nigeria's Honourable Minister of Education, Professor Ruqayyatu Ahmed Rufa'i. AFTRA has since then functioned as a branch of the world body, IFTRA and promoted African renaissance and consciousness in the teaching profession with the sole purpose of ensuring collaboration among African countries.

5. AIMS OF AFTRA

AFTRA has the following objectives, to:

- i. Reposition the teaching profession in Africa;
- ii. Set international standards for the teaching profession;
- iii. Develop protocol and platforms that will ensure maximum benefit of African teacher mobility and guarantee fair treatment of teachers working in countries other than their own;
- iv. Establish co-operation amongst key stakeholders on the matters pertaining to the Teaching Profession;
- v. Exchange best practices and experiences among member countries;
- vi. Collectively undertake advocacy to improve teacher welfare, quality and status in Africa and internationally;
- vii. Remain an affiliate of the International Federation of Teaching Regulatory Authorities(IFTRA); and
- viii. Participate actively in all relevant (IFTRA) activities and act as a vehicle in Africa for the promotion and implementation of IFTRA goals.

6. AFTRA HEADQUARTERS:

The AFTRA Head Quarters shall be in both Nigeria and South Africa. The Nigerian office will be the International and Academic affairs office and the South African office will be responsible for the Administration and Resources affairs of AFTRA.

The AFTRA Board will make a determination from time to time on the strategic location of the Head Quarters based on the African context.

The offices addresses shall be:

- i. Teachers Registration Council of Nigeria, 12 Oda Crescent, Off Aminu Kano Crescent, Wuse 2, Abuja, PMB 526, Garki, Abuja, Nigeria Email: info@trcn.gov.ng.

The South African Council for Educators, 240 Lenchen Avenue, Centurion 0046, Private Bag X127, Pretoria, South Africa; Telephone: +27 12 679 9722/9717; Mobile : +27 71 606 3311

- ii. Email: thembinkosindhlovu@gmail.com, aftraoffice@sace.org.za; Facsimile: +27 12 663 3331.

7. MEMBERSHIP OF AFTRA

Membership of AFTRA shall be of two categories, namely, Full Membership and Associate Membership.

7.1 Full Membership

The Full membership of AFTRA shall be open to organisations in the following categories:

- i. Ministries of Education and Teaching Councils/ Commissions/Boards established for regulation of the teaching profession;
- ii. National agencies set up for the employment and regulation of the teaching profession;
- iii. United Nations Agencies;
- iv. African Union Agencies; and
- v. Africa sub regional Agencies.

7.2 Associate Membership

The Associate Membership of AFTRA shall be open to only organisations in the following categories:

- National Teachers Unions/Associations/Federations;
- Universities of Education;
- Colleges of Education;
- Institutes of Education;
- Faculties of Education;
- Schools of Education;
- Education Corps of National Armed Forces;
- National and International Educational Associations;
- International development partners; and
- National and International Non-Governmental Organisations (NGOs) in Education.

Full members shall have the right to participate in all AFTRA activities and also to vote in all relevant decision-making processes of AFTRA and the associate members will only have full participating rights.

Intending members shall complete membership application form and formally receive Certificates of Membership, if the membership is approved by the AFTRA Executive Board.

AFTRA reserves the right to determine other forms of membership, and the determination of the fees thereof.

7.3 Honorary membership/Award

The AFTRA Roundtable may honour any individual deemed to have made major contribution to AFTRA or education in Africa with such title or award as it may deem fit.

8. AFTRA EXECUTIVE BOARD MEMBERS AND THEIR ROLES

AFTRA shall be led by an Executive Board comprising the following, with their different roles:

8.1 President

- i. Shall preside over all AFTRA meetings;
- ii. Shall ensure observance of the constitution;

- iii. Shall be responsible for the overall management of the organization;
- iv. Shall be a signatory to the AFTRA account; and
- v. Shall be the official spokesperson of AFTRA.

8.2 Secretary General

- i. Shall be responsible for the AFTRA correspondence;
- ii. Shall be responsible for convening AFTRA meetings in consultation with the President;
- iii. Shall present a secretariat report at all meetings; and
- iv. Shall keep records of all AFTRA meetings and proceedings.

8.3 Executive Director –Academic

- i. Shall be responsible for the organization and management of AFTRA conferences and Academic aspects in consultation with the President and the Secretary General;
- ii. Shall be responsible for the international liaison;
- iii. Shall be responsible for managing AFTRA research processes in conjunction with the Research and Publications Convenor; and
- iv. Shall lead the AFTRA education and academic processes in consultation with the President.

8.4 Executive Director –Administration and Finance

- i. Shall be responsible for the organization and management of AFTRA Board meetings and the Roundtable in conjunction with the Secretary General;
- ii. Shall be responsible for the organization of meeting logistics;
- iii. Shall be responsible for the general administration of AFTRA affairs;
- iv. Shall be responsible for the management of AFTRA finances in consultation with the President and the Finance sub-committee;
- v. Shall be responsible for presenting, at every meeting, the financial status of AFTRA;
- vi. Shall, in conjunction with the finance sub-committee, consult with possible funders for AFTRA programmes
- vii. Shall be responsible for marketing of AFTRA; and
- viii. Shall be responsible for the website and social media platforms of AFTRA.

8.5 Four (4) conveners of the AFTRA Subcommittees, viz. Research and Publications; Advocacy and Communications; International liaison; and Resources and finances.

- i. Shall be responsible for managing the affairs of their respective sub-committees;
- ii. Shall be responsible for all programmes and projects of their sub-committees;
- iii. Shall be responsible for managing and securing resources for their respective projects;
- iv. Shall present progress reports at every AFTRA Board meeting; and
- v. Shall liaise with external bodies or entities to advance the mandates of their committees.

8.6 Four additional countries not represented above

- i. Shall be the additional members of the Board; and
- ii. Shall perform such duties as decided upon by the Board.

The office bearers shall be elected in a formally constituted AFTRA Roundtable, by secret ballot and the term of office shall be three years, subject to a maximum of two consecutive terms.,

Executive Directors shall be appointed by the Executive Board for a tenure of three years in the first instance renewable for one term only.

The AFTRA Executive Board shall meet at least twice per year and may invite observers.

The Secretary General shall be the hosting country, after the Roundtable.

9. AFTRA KEY ANNUAL EVENTS

AFTRA shall hold two major annual events (co-located) in June of every year or thereabout, and allowance is made for the convening of special meetings.

These are:

- i. AFTRA Roundtable which shall serve as the Annual General Meeting or General Assembly of AFTRA member organisations. The AFTRA President shall preside at the Roundtable and all such matters as may pertain to AFTRA shall be discussed and decided at the Roundtable. The AFTRA Roundtable shall have the final powers for the appointment or election of individuals onto the Executive Board. The Executive Board shall have the responsibility of implementing all AFTRA decisions and shall also be responsible for innovating and steering the affairs of AFTRA to highest international levels. The Roundtable shall also be responsible for adopting the financial statements of AFTRA.
- ii. A special AFTRA Roundtable may be convened by the President to address special issues. Also members of the Board may request for the convening of such a meeting based on a particular urgent matter to be attended to.
- iii. AFTRA Teaching and Learning in Africa Conference shall be open to the entire world and provide opportunity for the exchange of best practices among all stakeholders involved in teaching and learning in Africa. The hosting of these events shall rotate among member countries and may also be held in any part of Africa where AFTRA deems fit.

10. FINANCE

The AFTRA Roundtable shall have the right to make prescriptions regarding the finances of AFTRA as it deems fit at any time. It shall take responsibility for the following:

Shall determine

- i. Membership fees, annual subscription, levies, fines or sources of funds;
- ii. Shall open and operate a banking account with a reputable financial institution in a country determined by the Board;
- iii. Shall determine the fees to be paid in relation to conferences.
- iv. Shall determine any other fundraising mechanism deemed necessary to advance the AFTRA agenda
- v. The signatories to the AFTRA bank account shall be any two of the following:
 - a. President;
 - b. Executive Director Administration and Finance; and
 - c. Any other official appointed by the Board.

11. AMENDMENT OF THIS CONSTITUTION

This Constitution shall not be amended except as resolved by a two-third majority of full member organisations present at the Roundtable, by secret ballot.

12. DISSOLUTION

AFTRA shall be dissolved by a vote of two-thirds of its full membership, and its assets disposed of as per a majority resolution of the Roundtable, by secret ballot.

This Constitution was adopted by the AFTRA Roundtable on ----- Day of -----
---- 2016 at Lusaka, Zambia.

Signed by:

1. Mr. Rej Brijraj, AFTRA President

2. Dr. Ebby Mubanga, AFTRA Secretary General

Witnessed by:

1. Dr. Thabang Kholumo, Deputy Minister of Education & Training, Lesotho

2. Ibrahim Dahiru Roni, Teachers Registration Council of Nigeria

Appendix 2

Communiqués of Past AFTRA Conferences and Roundtables

2010



1st Roundtable of Teaching Regulatory Authorities in Africa (Abuja 2010)



Teachers Registration Council
of Nigeria

Headquarters

Plot 567 Aminu Kano Crescent



South African Council
for Educators

261 West Street, Centurion 0046

Tel: (012) 670 6704 Fax: 086 650 7004

COMMUNIQUE OF THE 1ST ROUNDTABLE OF TEACHING REGULATORY AUTHORITIES IN AFRICA, HELD OCTOBER 11-14, 2010 AT THE NICON LUXURY HOTEL, ABUJA NIGERIA

1. Preamble: The Teachers Registration Council of Nigeria (TRCN) and the South African Council for Educators (SACE) with support from UNESCO NIGERIA convened the 1st Roundtable of Teaching Regulatory Authorities in Africa at the Nicon Luxury Hotel, Abuja Nigeria, from 11th to 14th of October 2010. The Roundtable was organised under the mandate of the International Forum of Teaching Regulatory Authorities (IFTRA) which has its headquarters at the General Teaching Council for Wales, Cardiff, Wales, United Kingdom. IFTRA is the world body of Teaching Councils in all the continents of the world. The key aims of IFTRA are to promote the professionalisation of teaching globally, set international standards for the profession and facilitate co-operation among member nations for the benefit of the education systems of the various countries.

The theme of the African Roundtable is **“The Role of the African Nations in the Globalisation of the Teaching Profession.”** The countries that attended the Roundtable are Nigeria, South Africa, Gabon, Kenya, Mozambique, Sierra Leone, Sudan and Uganda as well as the several non-governmental organisations under the auspices of the Teachers Without Borders, an international non-governmental organisation.

2. Opening Ceremony: The Roundtable was declared open by the Minister of Education of the Federal Republic of Nigeria, Professor (Mrs.) Ruqqayatu Ahmed Rufa'i (OON) and Mr. Haroon Mahomed who represented the South African Minister of Basic Education. The Opening Ceremony was chaired by the President of the Association of African Universities, Professor Is'haq Oloyede, represented by Professor

Olubamiro Jegede, the Vice Chancellor of the National Open University of Nigeria, and other dignitaries.

3. Plenary Sessions: The Plenary Sessions were chaired by Professor Kabiru Isyaku, a former Executive Secretary of Nigeria's National Commission for Colleges of Education and currently Dean of Faculty of Education, Umaru Yar'adua University, Katsina State. The Plenary Sessions featured situation reports about the Teaching Profession in the African countries and thorough discussion of the speeches and addresses of the following officers: Mrs. Angela Jardine, the Chairperson of the General Teaching Council for Wales and Representative of IFTRA; Professor (Mrs.) Ruqqayatu Ahmed Rufa'i (OON) , Nigeria's Minister of Education; Professor Addison Mark Wokocha, TRCN Registrar/Chief Executive; Rej Brijraj, SACE Chief Executive Officer; and Dr Joseph Ngu, UNESCO Director in Nigeria. The Sessions further discussed the IFTRA Declarations in Edinburgh 2005 and IFTRA Commitment at Cardiff (United Kingdom), 2009.

4. Endorsements:

The Roundtable unanimously endorsed the following

1. The IFTRA Edinburgh Declaration of 2005.
2. The IFTRA Cardiff Commitment of 2009.

5. Agreements:

The Roundtable reached the following agreements, that:

1. There should be a law establishing Teachers Regulatory Authority (TRA) in each African country.
2. The law should apply to each country and be governed by the laws of the country.
3. The law should apply to all learning/educational Institutions, public and private.
4. There should be registration and licensing of teachers.
5. The Teachers Regulatory Authority has to ensure Quality Assurance and Standards in Teacher Education.
6. There should be a Code of Conduct and Ethics for all teachers.
7. There should be Continuous Professional Development of Teachers.
8. The African Roundtable be institutionalised and to hold annually.
9. Sudan shall host the next African Roundtable in 2011.
10. TRCN, Nigeria shall host the Secretariat of the African Roundtable.
11. The Secretariat shall work out modalities for involving more non-governmental organisations that has primary interest in Teacher Education and practice in the African Roundtable.

Areas for future discussion: The Roundtable agreed to discuss the following issues in the 2011 Roundtable with a view to finding solutions and common positions.

- i. Employer versus Regulator: The case of Teaching Regulatory Authorities that are both employers of teachers and regulators of the teaching profession at the same time.
- ii. Funding versus Autonomy: The case of Government funding of Teaching Regulatory Authorities and possibility of political interference in the regulatory functions of the Authorities.
- iii. The application of the Teacher Recruitment Protocol (2004) of the Commonwealth Ministers of Education, for instance with respect to Comparability of Teacher Qualifications and Recognition.

The Roundtable therefore called on all African countries to submit position papers to the IFTRA Secretariat at TRCN on the issues for discussion at the 2011 Roundtable at Sudan.

FOOTNOTE

The IFTRA DECLARATION AT EDINBURGH 2005

In the Edinburgh Declaration of 2005, the teaching councils committed themselves to:

- Work together to develop, promote and implement protocols that support effective sharing of relevant information where teachers and educators have been barred from working with pupils, students and young people.
- Share research and evidence in respect of effective ways of ensuring that teachers and educators can engage in career-long professional training and development.
- Develop protocols that support the appropriate mutual recognition of initial teacher education programmes and qualifications and examine the associated ethical issues that inform the portability of teaching qualifications in African employment market, and
 - Promote, internationally, the high standards and shared values of the teaching profession, in the interest of the public.

In working towards these goals, the Councils will always seek to support the diversity of students, pupils and teachers. We will seek to work in an inclusive way with other similar bodies around the continent, in particular supporting new and emerging Councils to develop appropriate models of professionally-led regulation.

The IFTRA Commitment at Cardiff 2009.

The teaching Councils made commitment in Cardiff in 2009 to:

- set up an international forum of teaching councils with a presence on the world wide web and an associated identity and logo;
- share information of common interest - including about respective teaching council responsibilities, research relevant to teaching, and issues of mutual recognition - by developing templates, populating them and hosting the information on a website or websites;
- develop a 'Charter for Teaching Councils' setting out the principles behind and the responsibilities of teaching councils, in order to help others in the establishment of new professionally-led regulatory bodies; and to meet on an international basis biennially.

The councils pledged to make these commitments a reality and to report progress at the next international conference in 2011.

2011



**2nd Roundtable of the Africa
Forum of Teaching Regulatory
Authorities (Durban 2011)**

COMMUNIQUE

**OF THE 2nd ROUNDTABLE OF THE AFRICA FORUM OF TEACHING REGULATORY
AUTHORITIES HELD JULY 8-10, 2011 AT THE SOUTHERN SUN NORTH BEACH
HOTEL, DURBAN, SOUTH AFRICA**

1. PREAMBLE: The Roundtable was the second edition of AFTRA Roundtable after the maiden edition held at Abuja Nigeria, October 11-14, 2010. The 2nd Roundtable was hosted by the South African Council for Educators (SACE). AFTRA is a subset of IFTRA - the International Forum of Teaching Regulatory Authorities which is a global association of agencies regulating the teaching profession.

The theme of the African Roundtable was **“The Role of the African Nations in the Globalisation of the Teaching Profession.”** The countries that attended the Roundtable were South Africa, Nigeria, Uganda and Kenya as well as several non-governmental organisations and Teachers’ Unions. Gabon and Sierra Leone were absent with excuse.

2. OPENING CEREMONY: The Roundtable was declared open by the Chief Executive Officer of the South African Council for Educators, Mr. Rej Brijraj. The Opening Ceremony was chaired by the Chair of SACE Professional Development Committee, Professor Nomathemba Magi and the Registrar/Chief Executive of Teachers Registration Council of Nigeria (TRCN), Professor Addison Mark Wokocho.

3. PLENARY SESSION: The Plenary Session reviewed the decisions of the 2010 Roundtable and matters arising there-from. The following papers

were also presented: (1) Employer versus Regulator: The case of Teaching Regulatory Authorities that are both employers of teachers and regulators of the teaching profession at the same time, by Mr. Haroon Mahommed, Director at the South African Department of Basic Education; (2) Funding versus Autonomy: The case of Government funding of Teaching Regulatory Authorities and possibility of political interference in the regulatory functions of the Authorities by Mr. Mugwena Maluleke, the General Secretary of the South African Democratic Teachers Union; and (3) The application of the Teacher Recruitment Protocol (2004) of the Commonwealth Ministers of Education, for instance with respect to Comparability of Teacher Qualifications and Recognition, by Dr. Steve Nwokeocha, Director of Professional Operations, Teachers Registration Council of Nigeria. There was also a proposal from AFTRA Headquarters for a partnership with ICWE a German-based reputable international firm with track record of organizing mega international conferences.

4. DECLARATIONS:

The Roundtable made the following declarations that:

- 1. The establishment of AFTRA at Abuja in 2010 stands.**
- 2. The membership of AFTRA consists of all Teaching Regulatory Authorities in Africa and they are encouraged to participate actively in AFTRA affairs.**
- 3. TRCN remains the AFTRA Headquarters and a Steering Committee is formed with SACE as Chair to work with TRCN, Teachers Service Commission, Kenya and Education Service Commission, Uganda to develop AFTRA Action Plan and implement AFTRA decisions.**
- 4. SACE should market AFTRA at IFTRA World Conference 2011 in Durban and Education International Conference 2011 in Cape Town, South Africa.**
- 5. AFTRA should enter into a partnership with ICWE; the Steering Committee to conclude negotiations with ICWE and commence AFTRA Annual Teaching and Learning Conference as may be agreed with ICWE from 2012.**
- 6. AFTRA endorses the following financial principles:**
 - a. A regulatory authority should utilize a hybrid of funding mechanisms, whereby the authority receives funding from diverse sources; partially from appropriations and partially from a variety of fees, assessments, and taxes.*
 - b. A hybrid of funding mechanism should reflect both the short- and long-term goals of the regulatory authority. There should be a correlation between the authority's funding mechanisms and its future plans.*
 - c. The funding mechanisms should have sound legal basis for the funding process to be efficient.*
 - d. Regulatory effectiveness, and thus investor and consumer confidence, would increase if allocated funds are made available to the regulatory authority on a predictable and stable basis so that key short term and long-term financial decisions can be devised and implemented.*
- 7. The Steering Committee should come up with a plan for funding the administration and conferences of AFTRA.**

8. AFTRA endorses the 2004 Commonwealth Teacher Recruitment Protocol and charges the Steering Committee to domesticate it to the African continent.
9. AFTRA endorses the proposal that Kenya hosts the 2012 AFTRA Roundtable.
10. The Steering Committee should establish partnership with the African Union and other relevant bodies within and outside Africa.

Mr. Rej Brijraj
Chief Executive, SACE
TRCN

Prof. A.M. Wokocha
Registrar/CEO

2012



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

(Le Forum d' Afrique d'Enseigner Régulateur Autorités)

HEADQUARTERS: Teachers Registration Council of Nigeria, TRCN
(Federal Ministry of Education)
12 Oda Crescent, off Aminu Kano Crescent Wuse 2,
PMB 567 Garki, Abuja, Nigeria
e-mail: infoaftra@trcn.gov.ng



COMMUNIQUE

**OF THE 3rd ROUNDTABLE OF THE AFRICA FORUM OF TEACHING REGULATORY
AUTHORITIES HELD OCTOBER 29 - NOVEMBER 1, 2012 AT THE CORRIDOR
SPRINGS HOTEL, ARUSHA, TANZANIA**

1. PREAMBLE

The Roundtable was the 3rd edition of (AFTRA) Roundtable after the inaugural edition held in Abuja, Nigeria, October 11-14, 2010. AFTRA is a subset of the International Forum of Teaching Regulatory Authorities (IFTRA) which is a global association of agencies regulating the teaching profession.

The theme of the Roundtable was **"Uniting Africa for the Internationalization of the Teaching Profession"**. The countries that attended the Roundtable are Kenya, Rwanda, Nigeria, South Africa, Mozambique, Tanzania (Mainland) and Zanzibar as well as several Non Governmental Organizations. The Tanzania Teachers Union (**CHAMA CHA WALIMU**) hosted the Roundtable.

2. PRE-ROUNDTABLE EVENT (CAUCUS MEETING OF THE FEDERATION OF EAST AFRICAN TEACHERS UNIONS)

The Roundtable was preceded a day earlier (October 29, 2012) by a meeting of the

caucus of the Federation of East African Teachers Unions held primarily to discuss the professionalisation of teaching in the East Africa sub-region and the roles of the teachers unions and governments of the East African countries towards the establishment of teaching councils or other appropriate models of professional regulation. The AFTRA Chair, Rej Brijraj and AFTRA Secretary, Professor Addison Mark Wokocha among other officials attended and made inputs at the meeting. The meeting resolved to give full support to AFTRA through active participation in AFTRA programmes and also to dialogue with governments towards finding the best options for professional regulation of teaching in their countries.

3. OPENING CEREMONY

The Roundtable was officially declared open on October 30, 2012 by Hon. Dr. Shukuru Kawambwa, Minister of Education and Vocational Training, Tanzania. The Opening ceremony was chaired by Professor Ralph Masenge of Tanzania. Speakers at the Opening ceremony included the President of Tanzania Teachers Union, Taifa-Gratian Mukoba; AFTRA Chair, Rej Brijraj; AFTRA Secretary, Professor Addison Mark Wokocha; Secretary/Chief Executive of Kenya Teachers Service Commission, Gabriel Lengoboni; Deputy Minister of Education of Mozambique, Professor Goncalo Chilundo; and Minister of Education and Vocational Training of Tanzania, Hon. Shukuru Kawambwa, among others. There was very high consensus among speakers that teachers and teacher regulatory organisations in Africa should collaborate to improve the quality and status of the teaching profession in the continent. Most speakers called on African countries to use AFTRA as a platform for exchange of best practices and boosting of the African voice at the inter-continental level, particularly at the International (World) Forum of Teaching Regulatory Authorities (IFTRA).

The Opening ceremony also showcased the rich culture of Tanzania displayed by entertaining cultural troupes.

4. TECHNICAL SESSION

The technical session reviewed the Communiqué and Minutes of the 2nd AFTRA Roundtable held in 2011 in Durban South Africa, Reports of the past AFTRA Steering Committee meetings held at various times in Nigeria, South Africa and the Republic of Benin as well as the Report of the 1st AFTRA Teaching and Learning in Africa Conference held in May 23-25, 2012 in Cotonou, Republic of Benin.

Further, each country gave a brief country report which basically updated the Roundtable regarding the structure/regulation of the teaching profession, prospects, challenges and special areas of concern for the teaching profession in the various countries. Among other presentations, the Secretary/Chief Executive of the Teachers Service Commission Kenya, Gabriel Lengoboni, gave highlights of his Commission's achievements and operations. In his brief, he spoke of the new look of the Teachers Service Commission, its functions and its role as a Regulatory Authority. He also donated the Teachers' Image magazine and the Teachers Service Commission Act 2012 to AFTRA members.

The Deputy Minister of Education of Mozambique, Professor Goncalo Chilundo, also briefed the Roundtable on efforts of the country to reposition the teaching profession.

5. KEY RESOLUTIONS OF THE ROUNDTABLE

(i) The establishment African Forum for Teaching Regulatory Authorities (AFTRA) was reaffirmed.

(ii) The existence of the AFTRA Steering Committee, consisting of Teachers Registration Council of Nigeria, South Africa Council for Educators, Teachers Service Commission, Kenya and Education Service Commission, Uganda was also reaffirmed and the Tanzania Teachers Union was co-opted to serve on the Steering Committee.

(iii) AFTRA once again endorsed the 2004 Commonwealth Teacher Recruitment Protocol and charged the Steering Committee to come up with a blueprint document that could help AFTRA members domesticate the provisions of the Protocol.

(iv) AFTRA resolved to co-locate its Roundtable and the Teaching and Learning Conference with effect from 2013.

(v) Kenya was unanimously endorsed to host the 4th AFTRA Roundtable and 2nd Teaching and Learning in Africa Conference in 2013.

(vi) Kenya was also endorsed to host the next meeting of the AFTRA Steering Committee in November or December 2012.

(vii) Starting with the 4th Roundtable in Kenya (2013), AFTRA member organisations shall be formally and ceremonially issued AFTRA membership certificates.

(viii) Membership of AFTRA remains open to all teaching councils, national teaching or education service commissions or other national/provincial agencies regulating the teaching profession on full membership basis while membership remains open to national teachers unions in Africa on observer status/basis. All organisations concerned are encouraged to identify with AFTRA in the interest of education and the teaching profession in Africa.

Rej Brijraj
AFTRA Chair and
Chief Executive
South Africa Council for Educators

Professor Addison Mark Wokocha
AFTRA Secretary and
Registrar/Chief Executive
Teachers Registration Council of
Nigeria



2013



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

(Le Forum d' Afrique d'Enseigner Régulateur Autorités)

HEADQUARTERS: Teachers Registration Council of Nigeria
(Federal Ministry of Education)

12 Oda Crescent, off Aminu Kano Crescent Wuse 2,
PMB 567 Garki, Abuja, Nigeria
e-mail: infoaftra@trcn.gov.ng



COMMUNIQUE

OF THE 4TH ROUNDTABLE OF THE AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES HELD JUNE 28, 2013 AT PRIDE INN SAI ROCK HOTEL, MOMBASA KENYA JUNE 28, 2013

**THEME: UNITING AFRICA FOR THE INTERNATIONALISATION OF THE
TEACHING PROFESSION**

1. Preamble

The Africa Forum of Teaching Regulatory Authorities (AFTRA) is an association of the teaching regulatory bodies in all African countries. AFTRA is a subset of the International (World) Forum for Teaching Regulatory Authorities (IFTRA), a global association of teaching authorities. The Roundtable was the 4th edition of AFTRA Roundtables since its inauguration in Abuja, Nigeria in October 11-14, 2010.

The Roundtable which was held after the 2nd AFTRA Teaching and Learning Conference in Africa hosted by the Teachers Service

Commission of the Republic of Kenya at the Pride Inn Sai Rock Hotel Mombassa Kenya had the theme: “Uniting Teaching Councils in Africa for the Internationalisation of the Teaching profession in Africa.”

2. The AFTRA 2nd Teaching and Learning in Africa Conference

The Roundtable was preceded by the 2nd AFTRA Teaching and Learning in Africa Conference. The conference was attended by participants from Kenya, South Africa, Nigeria, Cameroon, Angola, Uganda, Botswana, Tanzania, United States of America and other countries. Over forty scholars presented theoretical and well researched papers that covered the various subthemes.

3. Opening Ceremony:

The Roundtable which commenced at 9.40 am Kenyan time started with a welcome address by the Secretary/Chief Executive Teachers Service Commission. This was followed by a speech of the Deputy Chair of the South African Council for Educators, Mr Sibusiso Mchonu, who chaired the Roundtable. Good will Messages were presented by all the participating countries. Thereafter, certificates of AFTRA membership were presented to organisations and also certificates of service were issued to AFTRA officials executive officers.

4. Technical Session:

The technical session reviewed the Report of AFTRA activities during the 2012/2013 period and communiqué and minutes of the 3rd AFTRA Roundtable held in Arusha, Tanzania in 2012. It also considered the draft **“Guidelines for Movement and Professional Development and Support for Teachers in Africa”** which is a domestication of the Commonwealth Teacher Recruitment Protocol. Every country present also gave update in the state of teacher education and practice as well as the professionalization of teaching.

5. The Key Resolutions in the Roundtable

The major decisions taken at the end of the discussions at the Roundtable were as follows:

- i. The Guidelines for Movement and Professional Development and Support for Teachers in Africa presented by SACE was adopted subject to further modification by SACE based on inputs received at the Roundtable.
- ii. AFTRA Conference and Roundtable shall henceforth be held in June each year with specific dates to be determined later.
- iii. October and April every year shall be the months for AFTRA Steering Committee meeting.
- iv. AFTRA International Journal of Teaching and Learning in Africa to be introduced immediately to publish high quality papers presented at AFTRA Teaching and Learning in Africa Conference each year.
- v. Each member country should identify ONE Education Professor who can be one of the AFTRA journal's Editorial Consultants and forward the particulars to AFTRA Secretariat so that letter of appoint could be sent to them. Member countries were given one month from the date of the Roundtable to send the name of their nominees.
- vi. Cameroon secured the right to host the AFTRA 3rd Teaching and Learning in Africa Conference and 5th Roundtable in June 2014.
- vii. The establishment of AFTRA was once again unanimously reaffirmed.
- viii. AFTRA commended the Teachers Service Commission for hosting very successful AFTRA Conference and Roundtable.
- ix. AFTRA wished the Teachers Service Commission, Kenya National Union of Teachers and Kenya Union of Post Primary Education amicable resolution of issues affecting teachers in the Republic of Kenya.

- | | | |
|----|----------------------------|---------|
| 1. | Dr Yaya O. Dele | Nigeria |
| 2. | Fernando Sakolela Sakanshe | Angola |
| 3. | Ezekiel Tumbo | Kenya |
| 4. | Dr Jacinta Ezeahurukwe | Nigeria |

Mr. Rej Brijraj

Chief Executive Officer

Email: rej@sace.org.za or brijraj.rej@gmail.com



Prof. Addison Mark Wokocha

AFTRA SECRETARY &

Registrar/Chief Executive

Teachers Registration Council of Nigeria

Email: addisonmark@yahoo.com

For more information on AFTRA, please log on to:

www.trcn.gov.ng/aftra; www.sace.org.za; www.tsc.go.ke.



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

(Le Forum d' Afrique d'Enseigner Régulateur Autorités)

HEADQUARTERS: Teachers Registration Council of Nigeria, TRCN
(Federal Ministry of Education)

12 Oda Crescent, off Aminu Kano Crescent Wuse 2,
PMB 567 Garki, Abuja, Nigeria
e-mail: infoaftra@trcn.gov.ng



COMMUNIQUE

**of the 2nd Teaching and Learning in Africa Conference
at the Pride Inn Sai Rock Beach Hotel, Mombasa Kenya
June 24-28, 2013
(MOMBASA 2013)**

1. PREAMBLE

Africa Forum of Teaching Regulatory Authorities (**AFTRA**) is an association of the Teaching Regulatory Authorities open to all African countries. AFTRA is also a subset of the world body of Teaching Councils, called the International Forum of Teaching Regulatory Authorities, IFTRA. (Please visit IFTRA's website: www.iftra.org)

The organisations that make up AFTRA and IFTRA are established by the statutes of the respective countries to regulate the teaching profession in the countries. The key aims of AFTRA and IFTRA are to promote professionalisation of teaching globally, set international standards for the profession and facilitate co-operation among member nations for the benefit of the education systems and teachers of the various countries.

AFTRA held its 2nd Teaching and Learning in Africa Conference, hosted by the Teachers Service Commission of the Republic of Kenya, at the Pride Inn Sai Rock Beach Hotel, Mombasa, Kenya, from June 25 to 27, 2013. The 1st AFTRA Teaching and Learning in Africa Conference was held in Cotonou, Republic of Benin, May 23-25, 2012. For the first time also, the AFTRA Conference was collocated with the 4th AFTRA Roundtable scheduled to be held on June 28, 2013. Participants from Kenya, South

Africa, Nigeria, Cameroon, Angola, Uganda, Botswana, Tanzania, United States of America and other countries attended the conference.

The theme of the Conference was “**Repositioning Teaching and Learning in Africa for Global Competitiveness**” which covered subthemes such as (a) Professionalisation and internationalisation of the teaching profession; (b) Teaching and Learning in Africa and other parts of the World; (c) Quality Assurance Mechanisms and Best Practices in Teacher Education; (d) Information and Communication Technology; and (e) Learner Friendly and Result Oriented Classrooms in Africa; Measurement of Learning Achievement, among others.

2. OPENING CEREMONY

The Conference was officially declared open by the Cabinet Secretary Education of the Republic of Kenya, Professor Jacob T. Kaimenyi, represented by Abdikadir Kike, ably supported by the Deputy Minister of Education and Vocational Training, of the United Republic of Tanzania, Philipo Augustino Mulugo (MP). The Opening ceremony was chaired by the AFTRA Chair and Chief Executive of the South African Council for Educators, Mr Rej Brijraj. The AFTRA Secretary General and Chief Executive of the Teachers Registration Council of Nigeria, Professor Addison Mark Wokocha, members of the AFTRA Steering Committee and other dignitaries also took part in the Opening Ceremony.

In his welcome address, the host and Chief Executive of the Teachers Service Commission, Kenya, Gabriel Lengoiboni, represented by the Director of Teacher Management, Ms. Nancy Njeri Macharia, stated that AFTRA exists to enhance teacher professionalism throughout Africa, emphasizing that no country is an island. He therefore called on African countries to unite to provide globally competitive education to its youth to enable them work in the international labour market. The AFTRA Chair, Mr Brijraj, called on the Conference to strengthen a broader world view that encompasses the African concepts of "Humanism" and "Ubuntu", collectivism before individualism. He said that teaching and learning in Africa must address the development of attitudes and values, the holistic nurturing of the learner and broad professional support for the teacher towards community membership, and that teaching and Learning must also elevate spiritual thinking and resurrect deep African Philosophy to mediate the trajectory of modernization. Declaring the Conference open, the Cabinet Secretary Education, Professor Kaimenyi, reiterated the commitment of the Republic of Kenya not only to high quality education and teacher welfare in Kenya but also to co-operation with AFTRA to build a continental network that could impact positively on education in Africa. He urged African countries to take the opportunity presented by AFTRA to come together to promote synergy and best practices and collectively to raise the status and competitiveness of African teachers abroad.

The Opening ceremony also featured Kenya's rich culture displayed by entertaining troupes.

3. PAPER PRESENTATION

Several key speakers addressed the conference on various aspects of teachers' professionalism. They included the Chief Executive of the Teachers Service Commission, Kenya, Gabriel Lengoiboni; Registrar/Chief Executive of the Teachers Registration Council of Nigeria, Professor Addison Mark Wokocha; Director of Professional Operations of the Teachers Registration Council of Nigeria, Dr. Steve Nwokeocha; Commissioner of the Education Service Commission, Uganda, Beatrice Kabwa; former Vice Chancellor of the University of Abuja and currently, Vice Chancellor Sokoto State University, Professor Nuhu Yaqub; Director General of the National Teachers Institute, Nigeria, Dr Aminu Ladan Sharehu; and the Director of Sales (Africa) at the Certiport Inc, USA, Dr Ramesh Duraikannan.

Over forty scholars, among them dozens of Professors and renowned experts presented theoretical and well researched papers that covered the various subthemes of the Conference.

3. OBSERVATIONS

In the course of discussing the papers and speeches presented, the Conference made the following observations, that:

- i. African countries need co-operation for the exchange of best practices and mutual support in order to provide educational services that are globally competitive.
- ii. AFTRA is a veritable umbrella which could earn the teaching profession in Africa greater voice and respectability at the world level.
- iii. Professionalization of teaching in Africa is a critical requirement if teaching must regain its quality and status as first among other professions.
- iv. Existing teaching regulatory authorities in Africa especially those in South Africa, Nigeria, Kenya and Uganda are making remarkable efforts towards repositioning the teaching profession.
- v. The Republic of Tanzania has almost concluded modalities for the establishment of a professional regulatory body for the teaching profession.
- vi. Several other African countries particularly in East Africa are working out the models of the teaching regulatory authorities best suited for their national circumstances.
- vii. Learner friendly classrooms are necessary for high school achievement among students.
- viii. Integration of information and communication technology in teaching and learning has become indispensable in the modern information and globalised society.
- ix. The teacher remains the key factor in quality education and major determinant of the performance of the education system.
- x. Teacher education cannot achieve its vision and goals without sufficient quality assurance mechanism at both the institutional and external levels.
- xi. Poor funding of education especially poor remuneration of teachers and teachers' low morale have been the bane of the African education system.
- xii. Other factors of the education system termed "passive or silent factors" such as classroom accommodation, instructional materials and school infrastructure have also been largely neglected due to a combination of poor funding and corruption leading to dearth and decay of educational infrastructure, and in turn, poor quality education.

- xiii. Continuous development of teacher skills and competencies are critical for the sustenance of quality education.

4. RESOLUTIONS

Following the discussions and observations, the Conference recommended as follows, that:

- i. Teaching Regulatory Authorities in Africa should collaborate and actively participate in AFTRA for the promotion quality of education and accelerated professionalisation of teaching in the continent.
- ii. The effort of the Government of Tanzania and Tanzania Teachers Union towards the establishing a professional regulatory agency for teachers is highly commendable.
- iii. Teacher capacity building and educational reform efforts should focus substantially on building learner friendly classrooms and technology integration in education.
- iv. The teacher factor be adequately addressed especially teacher capacity and welfare in order to raise teacher competences, status and morale for effective performance.
- v. Quality assurance mechanisms in teacher education institutions should be strengthened together with the deepening of teaching practicum.
- vi. Education should be adequately funded in order to address the key crises in education and put the nations on the path of growth as education is the gateway to development.
- vii. The progress made by AFTRA within its short time of existence, which included hosting consistently and successfully its and the Teaching and Learning in Africa Conference is praise-worthy.
- viii. The AFTRA Teaching and Learning in Africa Conference should be sustained as a very important umbrella for interaction and exchange of ideas and best practices among African and world scholars and the Teaching Regulatory Authorities.
- ix. More countries be encouraged to join AFTRA as it strives to re-instate the status of the teaching profession.

Rej Brijraj	Prof Addison Mark Wokocha
AFTRA Chair and	AFTRA Secretary and
Chief Executive	Registrar/Chief Executive
South Africa Council for Educators	Teachers Registration Council of Nigeria

2014



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

(Le Forum d' Afrique d'Enseigner Régulateur Autorités)

HEADQUARTERS: Teachers Registration Council of Nigeria
(Federal Ministry of Education)

12 Oda Crescent, off Aminu Kano Crescent Wuse 2,
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COMMUNIQUE

OF THE

5th ROUNDTABLE OF THE AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

HELD AT THE MENSVIC GRAND HOTEL IN ACCRA, GHANA,
JUNE 13, 2014

1. Preamble

The Africa Forum of Teaching Regulatory Authorities (AFTRA) is an association of the teaching regulatory authorities in the whole continent of Africa. AFTRA is a member of the International Forum of Teaching Regulatory Authorities (IFTRA).

The 5th Roundtable of AFTRA was held after the Third Teaching and Learning Conference in Africa which was hosted by the National Teaching Council of Ghana with Ghana National Association of Teachers, University of Cape Coast and the University of Education, Winneba as partners and the Ministry of Education as Patron held at the Mensvic Hotel in Accra, Ghana.

2. AFTRA 3rd Teaching and Learning in Africa Conference

This Roundtable was preceded by the 3rd AFTRA Teaching and Learning in Africa Conference. The details of which are attached in the conference resolutions.

3. Opening Ceremony

The Roundtable commenced at 09.45am and the AFTRA President welcomed all members present. Then the Deputy National Secretary of National Teaching Council of Ghana extended also a word of welcome to all members and indicated the commitment of the Ministry of Education in Ghana in pursuing the ideals of AFTRA. The Chairperson of SACE, Ms. Veronica Hofmeester also addressed the meeting. Goodwill messages were also presented by the different attendees. Certificates of membership were presented to new members of AFTRA.

4. Technical Session

The Secretariat presented the report on the activities of AFTRA which included the successes and challenges the organization was facing in its operations. The highlights of AFTRA operations included the Journal which was published, the interaction with the African Union which has led to AFTRA recognition and also the role AFTRA is playing internationally. The Round table further took intense discussions on the following matters; AFTRA publications, finances for AFTRA, Publicity of AFTRA and Membership of the organization throughout the continent. These discussions were intense and as such the Roundtable arrived at very important decisions. Country reports were presented by the different attendees giving the state of education in their respective countries.

5. Resolutions of the Roundtable

- The Roundtable resolved to mandate the Executive Board to follow up on issues raised in the country reports.
- A comprehensive strategy for AFTRA financing should be formulated to include the following among others:
 - Fees payable by full and associate members.
 - Sourcing external funding for the different AFTRA programmes.
- Publicity and advocacy of AFTRA activities to be enhanced through:
 - Creating more awareness of AFTRA in all African countries.
 - SACE to draw up the publicity strategy to be distributed to all countries to be implemented.
 - AFTRA should identify organisations and individuals in different countries to act as champions of publicity for AFTRA within their jurisdiction.
- All AFTRA publications should focus on teacher education and practice and be inclusive of the various categories of teachers.
- The Memorandum of Association was adopted by the Roundtable to serve as a guide to full and associate membership.
- The meeting commended the effort of the Ghana National Teaching Council, Ghana National Association of Teachers and the AFTRA Secretariat on the successful hosting of the 3rd International Conference and 5th Roundtable.
- Namibia was endorsed as the host of the next Conference and Roundtable in June, 2015.
- AFTRA members were encouraged to attend the IFTRA Conference to be held in Toronto, Canada in November, 2014.

Members of the Communique Team

- (1). Mr. Themba Ndhlovu – South Africa Council for Educators, South Africa
- (2). Mrs. Doris Appiah Danquah – National Inspectorate Board, Ghana.
- (3). Dr. Adekunle Olusola Otunla – Institute of Education, University of Ibadan, Nigeria.



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AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

(Le Forum d'Afrique d'Enseigner Régulateur Autorités)

HEADQUARTERS: Teachers Registration Council of Nigeria, TRCN
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COMMUNIQUE

**Of the 3rd Teaching and Learning in Africa Conference
held at the Mensvic Grand Hotel, East Legon, Accra, Ghana,
June 9-13, 2014
(GHANA 2014)**

THEME:

HOLISTIC EDUCATION FOR CONTEMPORARY AFRICA

1. PREAMBLE

Africa Forum of Teaching Regulatory Authorities (**AFTRA**) is an association of the Teaching Regulatory Authorities open to all African countries. AFTRA is also a subset of the world body of Teaching Councils, called the International Forum of Teaching Regulatory Authorities, IFTRA. (Please visit IFTRA's website: www.iftra.org)

The organisations that make up AFTRA and IFTRA are established by the statutes of the respective countries to regulate the teaching profession in the countries. The key aims of AFTRA and IFTRA are to promote professionalisation of teaching globally, set international standards for the profession and facilitate co-operation among member nations for the benefit of the education systems and teachers of the various countries.

2. OPENING CEREMONY

The Conference was officially declared open by the Minister of Education, Republic of Ghana Professor Jane Naana Opoku-Agyemang, represented by the Deputy Minister of Education (Pre-Tertiary), Hon. Alex Kyeremeh (MP). The Opening ceremony was chaired by the AFTRA President and Chief Executive of the South African Council for Educators, Mr Rej Brijraj. The AFTRA Secretary General and Chief Executive of the Teachers Registration Council of Nigeria, Professor Addison Mark Wokocha, members of the AFTRA Executive

Board and other dignitaries also took part in the Opening Ceremony.

In his welcome address, the host and Executive Secretary of the Ghana National Teaching Council, Dr Augustine Tawiah, expressed the joy of his Council for being given the opportunity to host the AFTRA 3rd International Conference and 5th Roundtable. He stated that his Council's commitment would be total and ensure that AFTRA moves unto higher grounds. The General Secretary of the Ghana National Association of Teachers (GNAT) and Vice President of the Education International, Ms. Irene Duncan-Adanusa, praised AFTRA for the impact it is making across the continent. She said the belief of GNAT in AFTRA motivated it to invite AFTRA to host the 2014 events in Ghana and that GNAT was extremely happy to see the huge success of the events.

The AFTRA President, Mr Brijraj, stressed the implications of holistic education which was the theme of the conference. He called on all stakeholders to ensure that the education of the child in Africa takes cognisance of all aspects of the human being both cognitive, physical, skills and spiritual dimensions. He also said that Africa and its philosophy of education must be at the centre of curriculum reform and education development agenda. The Honourable Minister of Education, Federal Republic of Nigeria, Chief Barrister Ezenwo Nyesom Wike also sent a goodwill message read on his behalf by the TRCN Registrar/Chief Executive, Professor Addison Mark Wokocha. The Minister stated that Nigeria was proud hosting the Headquarters of AFTRA and will work with other frontline countries which are currently leading AFTRA, particularly South Africa, Tanzania, Kenya and Uganda to ensure that AFTRA attains its noble goals in the African continent.

Declaring the conference open, the Minister of Education, Republic of Ghana stressed that teacher welfare and high quality education remain priorities. He promised co-operation with AFTRA to build a continental network that could impact positively on education in Africa. He urged African countries to take the opportunity presented by AFTRA to come together to promote synergy and best practices and to collectively raise the status and competitiveness of African teachers.

The Opening ceremony also featured Ghana's rich culture displayed by the Ghana National Troupe. The conference participants came from several countries which included Ghana, Nigeria, Botswana, Cameroon, Togo, Tanzania, Namibia, Kenya, Japan, United Kingdom, Uganda, Angola, South Africa and Rwanda. In attendance also were AFTRA partners - Teacher Education in Sub Saharan Africa (TESSA); The Open University, United Kingdom; University of Cape Coast; University of Education, Winneba; Ghana National Association of Teachers and UNESCO. During the conference, papers were presented and discussed.

3. PAPER PRESENTATION

There were four key speakers at the conference who addressed various aspects of the conference theme. The speakers and their topics were as follows:

- Rej Briraj – The professionalization of teaching in Africa and relevance of Africa in the global body of teaching councils, IFTRA;
- Professor Addison Mark Wokocha – Safety in Nigerian schools: Issues and strategies;
- Dr Steve Nwokeocha – Reflections on the concept and implications of holistic education for contemporary Africa; and
- Professor Nuhu Yaqub – Ethical issues in the teaching and learning processes.

Over fifty other scholars, among them Professors and renowned experts presented theoretical and well researched papers that covered the subthemes of the conference.

4. EMERGING ISSUES FROM THE PRESENTATIONS

- i. Africa remains a continent of infinite opportunities with immense natural and human resources capable of being as competitive as any other continent but for armed conflicts, diseases, hunger, poverty and illiteracy;
- ii. There is increasing insecurity in African countries which today affects schools and schooling adversely;
- iii. The future is not secure because of diminishing African values and threats to life in school;
- iv. The Millennium Development Goals are at the end of tenure yet leaves much to be achieved by African countries;
- v. There is continuous downward trend in ethics as far as the teaching profession and society as a whole are concerned such that education systems seem to witness increasing conflicts rather than resolving them;
- vi. Globalisation increases competition and individualism leading to selfishness and tends to go against African values; and
- vii. The above notwithstanding, education remains the most powerful weapon and a potent tool for transformation and re-engineering citizens for a “New Africa”.

5. RESOLUTIONS

It was therefore resolved that:

- i. Holistic education which goes beyond science or arts education in the classroom but which has more emphasis on the affective domain and is responsible for producing individuals capable of dealing with life as a whole be given prominence and be embraced as a solution to contemporary problems in Africa.
- ii. African countries should ensure that globalisation does not erase the ‘*Africanness*’ in them. A typical African is known to love peace, respect, honesty, discipline, community living, hard work and above all be his brother’s keeper.
- iii. Governments in all African countries must rise to the challenge of diminishing access to school because of insurgency. They must close ranks and fight the abduction, massacre and intimidation of school children and teachers. Education should be given its pride of place.
- iv. In supporting the African Union as a catalyst for holistic education, there should be vigilance, cooperation and partnership among countries within Africa. Teachers should be empowered and supervised to be committed to work as a means of achieving professional goals.

6. CONCLUSION

The conference rose with the hope that sufficient enlightenment has been given to the appropriate authorities on the state of the art of teaching and learning in Africa. The resolve of all and the participants are to trace a new Road Map through holistic education towards functional teaching and learning in Africa. The conference commended efforts of AFTRA towards the professionalization of teaching in Africa and charting of a new course in teaching and learning in the continent. The conference further commended the host country, Ghana, especially the host (Ghana National Teaching Council) and other partners of the conference (Ghana Education Service, Ghana National Association of Teachers, the University of Cape Coast, and the University of Education, Winneba,) for bringing the AFTRA events to Ghana and making the events memorable.



Rej Brijraj
AFTRA President
& Chief Executive
South Africa Council for Educators



Prof Addison Mark Wokocha
AFTRA Secretary
& Registrar/Chief Executive
Teachers Registration Council of Nigeria

For more information on AFTRA, please log on to:
www.trcn.gov.ng/aftra; www.sace.org.za; www.tsc.go.ke.

2015



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

Forum Africain des Autorités de Contrôle de l'Enseignement

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Communiqué

THE 6TH AFTRA ROUNDTABLE HELD AT THE WINDHOEK COUNTRY CLUB RESORT, WINDHOEK, REPUBLIC OF NAMIBIA, JUNE 12, 2015

1. PREAMBLE

The African Forum of Teaching Regulatory Authorities (AFTRA) is an association of the Teaching Regulatory Authorities which is open to all African countries. The organization has grown in strength from its initial establishment by South African Council for Educators (SACE) and the Teachers Registration Council of Nigeria (TRCN) and now includes nearly twenty countries in its fold. This is a positive and encouraging development for the promotion of professionalism amongst teachers in the continent. AFTRA is a subset of the International Forum of Teaching Regulatory Authorities (IFTRA).

Some objectives of AFTRA are to promote the establishment of the Teaching Regulatory Authorities for the promotion and enhancement of the status of the Teaching profession throughout Africa, set international standards for the profession and facilitate co-operation among member nations for the benefit of the education systems of the various countries.

2. THE 4TH AFTRA TEACHING AND LEARNING IN AFRICA CONFERENCE

The 6th AFTRA Roundtable was preceded by the 4th AFTRA Teaching and Learning in Africa Conference the details of which are captured in the Conference Communiqué.

3. OPENING CEREMONY

The Roundtable began at 9.00 am with the Namibian and African Union (AU) anthems. The President of the Namibia National Teachers Union (NANTU), Comrade Simeon Kavila, expressed delight for the opportunity given his union to host the AFTRA Conference and Roundtable. He welcomed all delegates and said he believed that the deliberations and decisions of the Roundtable would be of immense benefit to member countries.

The AFTRA President, Rej Brijraj, most warmly welcomed delegates and recapped the aims of AFTRA included the following, to:

- i. *Reposition the teaching profession in Africa;*
- ii. *Set international standards for the teaching profession;*
- iii. *Develop protocol and platforms that will ensure maximum benefit of international teacher mobility and guarantee fair treatment of teachers working in countries other than their own;*
- iv. *Establish co-operation with respect to all aspects of the teaching profession;*
- v. *Exchange best practices among member countries;*
- vi. *Collectively undertake any action that will raise teacher welfare, quality and status, nationally and internationally;*
- vii. *Remain a branch of the International Forum of Teaching Regulatory Authorities (IFTRA); and*
- viii. *Participate actively in all relevant IFTRA activities and act as a vehicle in Africa for the promotion and implementation of IFTRA goals.*

The President said that AFTRA works to promote holistic education; that AFTRA cannot command member countries but can advocate and promote best practices in teacher professionalism. He said AFTRA has come a long way starting from his meeting with Prof Addison Mark Wokocha at the IFTRA Conference in Cardiff, 2009 where both of them agreed to work together to promote teacher professionalism in Africa - That agreement led to the birth of AFTRA. He said AFTRA had roughly over 20 member countries and belongs to the AU Education Partners and the UN Task Force on Teachers for EFA. AFTRA also works with the Education International, UNESCO, etc. He said AFTRA worked with UNESCO and AU to develop teacher qualification framework for Africa and other achievements. Finally the President apologized for the recent xenophobic attacks in South Africa which he said was regrettable and a result of criminality and misguided few individuals. He distanced the Republic of South Africa and his agency, the South African Council for Educators (SACE) from the xenophobia and reiterated that SACE was vigilant to ensure that no teacher in South Africa would face discrimination on ground of race, nationality, gender, or social class.

Goodwill messages were delivered by delegates from Cameroon, Angola, Zambia, Uganda, Lesotho, South Africa, Namibia and Nigeria.

The following six (6) organisations were formally admitted and presented with AFTRA membership certificates:

- *Instituto Nacional de Formação de Quadros da Educação (INFQE), Republic of Angola*
- *Ministry of Education and Training, Kingdom of Lesotho*
- *Teaching Service Commission, Kingdom of Lesotho*
- *The Teaching Council of Zambia*
- *Zambian National Union of Teachers (ZNUT) and*
- *Basic Education Teachers Union, Republic of Zambia*

Four countries (Namibia, Lesotho, Zambia and Angola) were admitted as new members of the AFTRA Executive Board and each country was represented by a specific organisation as follows:

- Namibia – Namibia National Teachers Union (NANTU)
- Lesotho – Ministry of Education and Training
- Zambia – The Teaching Council of Zambia and

- Angola – Instituto Nacional de Formação de Quadros da Educação (INFQE)

The organisations above nominated the following officials (two from each organisation) to represent them in AFTRA Executive Board:

- Hon. Thabang Kholumo, Deputy Minister of Education and Training, Kingdom of Lesotho
- Mrs. Make Maselloane, Ministry of Education and Training, Kingdom of Lesotho
- Luísa Maria Alves Grilo, Director General, Instituto Nacional de Formação de Quadros da Educação (INFQE), Republic of Angola
- Maria Cristina Paiva Amaro, Directora General Adjunta, Instituto Nacional de Formação de Quadros da Educação (INFQE), Republic of Angola
- Comrade Simeon Kavila, President, Namibia National Teachers Union
- Comrade Basilius Haingura, General Secretary, Namibia National Teachers Union
- Christopher Yalukanda, Chairman, Teaching Council of Zambia
- Mr Ebby Mubanga, Registrar, Teaching Council of Zambia

4. TECHNICAL SESSION

The technical session deliberated on matters arising from minutes of the 6th Roundtable held in Accra, Ghana in 2014. It also reviewed the Communiqués of the 2014 Conference, the AFTRA Memorandum of Understanding and the Proposal from the AFTRA President for Restructuring of AFTRA Executive Board. The Executive Director also presented his Annual Progress Report.

The Roundtable noted with delight accomplishments at the international level among which were (a) AFTRA successfully completed Research on Teacher Professional Development and Qualification in West Africa, assignment was given to AFTRA by UNESCO Dakar, Senegal. (b) AFTRA participated in several international meetings and conferences such as the Conference of Ministers of Education of the African Union (COMEDAF), April 2014; Conference of the UN Task Force on Teachers for EFA in Rabat, Morocco, December 2014; Conference of the International Forum of Teaching Regulatory Authorities (IFTRA) in Toronto, Canada, November 2015; Africa Regional Conference of the Education International in Kenya, February 2015; etc.

Delegates presented their report to update delegates on the professionalization of teaching in their various countries. There were also other general issues deliberate upon.

5. RESOLUTIONS

After extensive deliberations, the Roundtable reached the following resolutions among others:

- i. The Proposal from the President on Restructuring of the Executive Board should be merged with the Memorandum of Understanding to Produce AFTRA Constitution;
- ii. In line with the Constitution to be drawn, AFTRA should come up with a *Strategic Plan*.
- iii. The Zambia Teaching Council should come up with strategy to move forward the publication of *AFTRA Teaching and Learning in Africa Journal* which had commenced but required fast-tracking;
- iv. The whole of Africa should be mobilized to contribute well-researched and theoretical papers for the AFTRA journal to give a balanced view of Education in Africa rather than leaving the responsibility of contributing papers to scholars in a few countries;

- v. AFTRA should commission/encourage researches that should form bases of its courses of action – ensuring that decisions are informed by research;
- vi. The AFTRA website should be repositioned as a key tool for mass information, to be made very interactive and robust, and to house important AFTRA photos, documents and outcomes of AFTRA Conferences and Roundtable;
- vii. AFTRA should reach out to Ministers of Education through the Regional Blocs in Africa to encourage countries to establish teaching councils in line with their national laws and historical context; However, the composition of teaching councils must be inclusive of all stakeholders in teaching and learning;
- viii. Member countries should be conversant with the provisions of the Commonwealth Teacher Recruitment Protocol and the Teacher Qualification Framework being developed by UNESCO in conjunction with the African Union as critical guides for the management of teacher migration in Africa;
- ix. AFTRA shall intensify collaboration with UNESCO, African Union and the UN Task Force on Teachers for EFA to develop a framework for teacher professional core competences, recognition and registration for Africa.
- x. AFTRA shall continue to work with UNESCO, African Union, UN Task Force on Teachers for EFA, Education International and other development partners to promote desirable post 2015 teacher education policies in Africa and globally;
- xi. With effect from the 2015 Roundtable, the Secretary General/Secretariat of AFTRA shall be the organization hosting the next year's Conference and Roundtable;
- xii. The Zambia Teaching Council was unanimously endorsed at the host of the 2016 Conference and Roundtable, and AFTRA Secretary General/Secretariat
- xiii. At each year's Roundtable, AFTRA Executive Board shall be reconstituted to keep pace with the dynamism and developments in the various countries and to give sense of belonging to new member organisations;
- xiv. AFTRA Directors should circulate template for country reports to ensure uniformity in reporting format and thus enhance comparability of the teaching profession across countries;
- xv. AFTRA should establish a special Desk to give technical advice and support to countries on matters concerning the establishment of teaching councils;
- xvi. There is urgent need for countries to decisively address teacher demand and supply issues especially issues such as lack of teacher morale, high teacher turnover, and students disinterest in the Education as a discipline of first choice;
- xvii. Teacher professional development should be given priority attention to raise teacher quality;
- xviii. AFTRA should come up with funding plans to guarantee the implementation of the expected Strategic Plan;
- xix. The President shall open a bank account for AFTRA in South Africa;
- xx.



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AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

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Président: Rej Briraj (Directeur Exécutif, le Conseil Sud-africain des Éducateurs), tél: +27824532971, courriel: brijraj.rej@gmail.com

COMMUNIQUE

**THE 4TH TEACHING AND LEARNING IN AFRICA CONFERENCE HELD AT THE
WINDHOEK COUNTRY CLUB & RESORT, WINDHOEK, NAMIBIA
JUNE 8 – 13, 2015**

THEME

“THE TEACHING PROFESSION IN AFRICA: PAST, PRESENT AND FUTURE”

1. PREAMBLE

The African Forum of Teaching Regulatory Authorities (**AFTRA**) is an association of the Teaching Regulatory Authorities which is open to all African countries. The organization has grown in strength from its initial establishment by South African Council for Educators (**SACE**) and the Teachers Registration Council of Nigeria (**TRCN**) and now includes nearly twenty countries in its fold. This is a positive and encouraging development for the promotion of professionalism amongst teachers in the continent. **AFTRA** is a subset of the International Forum of Teaching Regulatory Authorities (**IFTRA**).

Some objectives of **AFTRA** are to promote the establishment of the Teaching Regulatory Authorities for the promotion and enhancement of the status of the Teaching profession throughout Africa, set international standards for the profession and facilitate co-operation among member nations for the benefit of the education systems of the various countries.

2. OPENING CEREMONY

The conference opening session was chaired by the AFTRA Executive Director, Professor Steve Nwokeocha. The dignitaries that graced the Opening Ceremony and participated in the Conference included Mr. Alfred Ilukena, Permanent Secretary of Education, Arts and Culture, Republic of Namibia; Hon. Sydney Mushanga, MP and Deputy Minister of Education, Science, Vocational Training and Early Education, Republic of Zambia; Dr. Narciso Damasio dos Santos Benedito, Secretary of State for Professional Technical Training and Education, Republic of Angola; Hon. Thabang Kholumo, Deputy Minister of Education and Training, Kingdom of Lesotho; Ms. Aldelheid Awases, Co-Chair, United Nations Task Force on Teachers for EFA, Paris, France; Rej Brijraj, AFTRA President and Chief Executive, South African Council for Educators; Ms. Veronica Hofmeester, Chairperson, South African Council for Educators and Co-Chairperson of AFTRA; Mr. Emmanuel Fatoma Senior Regional Coordinator, Education International, Africa Regional Office, Accra, Ghana; Mr. Christopher Yalukanda, Chairman, Teaching Council of Zambia; Mr. Ebby Mubanga, Registrar, Teaching Council of Zambia; Ms. Luisa Maria Alves Grilo, Director General, Instituto Nacional de Formacao de Quadros da Educao (INFQE), Republic of Angola; Mr. Ishmael Sefeane, Commissioner of the Teaching Service, Lesotho; H.E.

Sylvia B. Chalikova, Zambian High Commissioner in Namibia; Mr. Newman Bubala, General Secretary, Zambian National Union of Teachers (ZNUT); Comrade Simeon Kavila, President, Namibia National Teachers Union (NANTU) and Comrade Basilius Haingura, Secretary General of Union NANTU.

In his address the President of the Namibia National Teachers Union (NANTU) welcomed and expressed his union's appreciation for being afforded the opportunity to host the conference and pledged its commitment to AFTRA. He made a passionate plea to all African Governments to support this noble initiative.

AFTRA President, Mr. Rej. Brijraj, stressed the importance of Africa rising and staking its claim on the development of the continent and more especially in professionalizing, supporting and appreciating teachers in the continent. On behalf of SACE, he also sincerely and unreservedly apologized for the unfortunate attacks on fellow African citizens recently in South Africa. He attributed these atrocities to criminal elements and dark forces. He assured the Conference that the Government and the People of South Africa had taken a firm stand against xenophobia. In particular SACE was committed to ensuring that foreign educators were not discriminated against.

The IFTRA President and Chief Executive of the Ontario College of Teachers, Canada, Mr. Michael Salvatori, addressed the Conference via video message. He welcomed participants and commended AFTRA for its Conference and Roundtable which have become a model for other IFTRA continental blocs. He expressed the need for IFTRA to move from a Forum to a Federation in order to strengthen its global significance and regulatory control of the teaching profession.

Goodwill messages were presented at the Opening Ceremony by several organisations and distinguished personalities. They included the Deputy Minister of Education, Zambia; Deputy Minister of Education, Kingdom of Lesotho; Secretary of State for Education, Republic of Angola; Senior Regional Coordinator of the Education International in Africa; and Co-Chair of the United Nations Task Force on Teachers for EFA. The speakers pledged the commitment and support of their various governments and organisations to teacher professionalism and the vision and mission of AFTRA.

The Permanent Secretary of Ministry of Education, Arts and Culture, Republic of Namibia expressed the country's appreciation for being given the opportunity to host the AFTRA Conference and Roundtable. He apologized for the Minister's absence due to an on-going cabinet meeting. He stated that Namibia will at all times stand with AFTRA and wished all delegates fruitful deliberations. He then declared the conference open. The opening ceremony featured the Namibian Cultural Group after which the second session of paper presentation then convened.

3. KEYNOTE SPEAKERS

The tone for the Conference was set by three distinguished speakers whose presentations in the first plenary session enriched the Conference. The speakers and their topics were as follows:

- Ms. Adelheid M Awases, Co-Chair of the UN Task Force on Teachers for EFA -
"Update on activities of the International Task Force on Teachers for Education for All (EFA)"

- Dr. Narciso Damasio dos Santos Benedito, Secretary of State for Education, Angola -
“*Teacher Professionalization in the Republic of Angola*”
- Mr. Ebby Mubanga, Registrar of the Zambia Teachers Council -
“*Critical issues affecting Teaching and Learning in Africa*”

4. SYNDICATE PAPER PRESENTATIONS

AFTRA received forty (40) papers on topics related to the conference theme, which it published.

The papers were of very high quality and expertly presented.

5. ISSUES EMERGING FROM THE PRESENTATIONS

- I. Policy, capacity and financial gaps that are evident throughout the continent and have to be reduced.
- II. The profession in Africa is characterized poor teacher training programmes, lack of recognition and the negative societal perceptions.
- III. Inadequate involvement of teachers in all facets of the profession including decision making Processes.
- IV. Teaching and learning in Africa face challenges relating to, amongst others:
Lack of access to quality education, poverty, gender disparity and poor infrastructure throughout the education system from elementary schooling up to tertiary institutions.
- V. The scourge of HIV/Aids epidemic has a negative effect on quality teaching and learning in Africa.
- VI. Lack of quality research initiatives and findings that are aimed at shaping and improving the quality of teaching and learning appropriate to the African context.
- VII. The need for more vigorous support and appreciation of teachers to enhance the status of the teaching profession.
- VIII. The need to share best practice and innovations among teaching regulatory authorities
- IX. Over emphasis of education on good grades rather than ethics, nation building and holistic Development.
- X. The need to devise and implement strategies to promote peaceful co-existence in Africa with respect to all cultures in a human rights framework.
- XI. High illiteracy rate in Africa which must be eradicated through education.

6. RESOLUTIONS

- Quality research needs to be enhanced to strengthen the teaching profession especially to improve the quality of pre-service and in-service teacher education.
- AFTRA needs to pursue and engage with relevant authorities to ensure that adequate resources are made available for qualitative teaching and learning
- Implementation of Continuing Professional Development (CPD) for all teachers is

Fundamental

- Countries should endeavor to set up Professional Council/Teachers Regulatory Authorities which shall be in line with its national laws and historical contexts.
- AFTRA is commended for working closely with UNESCO, UN Task Force on Teachers for EFA and EI and the Conference urged AFTRA to intensify the collaboration.
- AFTRA and member organizations to ensure Code of Ethics and Professional Standards are developed and popularized, emphasizing the role of teachers.
 - AFTRA to promote the professionalization of teaching in higher education using the relevant supervisory authorities for higher education in the various countries.
 - AFTRA should play advocacy, monitoring and evaluation roles to promote good governance and efficient administration of the education systems in Africa.
 - Education systems should contain rewards and incentives (material and intrinsic) for teachers and learners.
 - Mentorship, induction and practice teaching to be introduced where lacking.
 - A culture of care and promotion of values must underpin teaching and learning.
 - The role of private schooling, commercialization and marketization of education needs to be discussed by AFTRA.
 - AFTRA to follow up issues emerging from presentations.
 - E-learning should be used as one of the important strategies to accelerate teacher initial education and professional development.

7. CONCLUSION

The President paid special tributes to the TRCN, its Register and Chief Executive Professor

Addson Wokocha who was unavoidably absent and the Executive Director Professor Steve Nwokeocha for their commitment and sacrifice to raise AFTRA to its current stature. He indicated to conference that the Executive Director had almost single-handedly prepared the AFTRA Conference at personal cost due to AFTRA's financial situation.

He expressed AFTRA's appreciation and congratulations to the leadership of NANTU for their courageous efforts and sponsorship of AFTRA Conference and Roundtable. He praised the Ministry of Education, Republic of Namibia for creditably discharging its roles as Conference Patron.

He thanked the Secretariat, Communique team and Logistical support team and acknowledged the outstanding performance of the Co-Director of AFTRA, Mr. Themba Ndhlovu who also managed logistical and clerical services.

He concluded by expressing gratitude to all presenters, dignitaries and delegates for enriching the discourse on teacher professionalism in Africa and presented certificates to all participants. In his closing remarks, the AFTRA President poignantly recalled

the philosophy of the great father, Nelson Mandela and committed AFTRA and all its affiliates to ensure “non-domination of anyone by another” and the use of “education as a key to transformation.”

He spoke about the African Union (AU) flag and said it is a reminder to all to promote unity in Africa towards world leadership.

The Deputy President of NANTU, Comrade Josef Dinyando, conveyed the vote of thanks and re-asserted NANTU’s commitments to the goals and aspiration of AFTRA.

The official from the Ministry of Education, Ms. Loide Kapenda, confirmed the pledge/readiness of the Ministry towards setting up a Regulatory Authority for Teachers in Namibia.



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2016



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

Forum Africain des Autorités de Contrôle de l'Enseignement

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MINUTES OF THE 7TH ROUND TABLE MEETING AT AVANI HOTEL, LIVINGSTONE – ZAMBIA

1.0. Opening Remarks for the Round Table

1.1. The roundtable started with the introductions

- 1.1. Ghana National Association of Teachers – Ghana
- 1.2. Zambia Open University – Zambia
- 1.3. Ministry of Defence – Nigeria
- 1.4. Nkwame Nkhrumah – Zambia
- 1.5. Ministry of Basic Education of Cameroun – Cameroun
- 1.6. Councillors of the Teaching Council of Zambia – Zambia
- 1.7. Teaching Service Commission of Zambia – Zambia
- 1.8. Botswana Teachers Union – Botswana
- 1.9. Teachers Registration Council of Nigeria – Nigeria
- 1.10. Teacher Training Colleges Kinshasa – DRC
- 1.11. Katende College of Education – Zambia
- 1.12. Teaching Service Commission of Lesotho – Lesotho
- 1.13. Councilors of the Teaching Council of Lesotho – Lesotho
- 1.14. Kenya Teacher Service Commission – Kenya

1.15. Teacher Education and Specialized Services – Zambia

1.16. Namibia National Teacher Union – Namibia

1.17. Rockview University – Zambia

1.2. AFTRA President Opening Remarks

The President of AFTRA applauded the Teaching Council of Zambia for Work done in hosting the Conference. He observed the attendance was overwhelming for the first time in the history of AFTRA Round Table.

He reminded the Round Table that the task was to professionalise teaching and that there was need to reset education in order to take up the values of Africa. The main task was to produce holistic citizens of Africa. The President observed that main citizens of Africa still lived in poverty thus main business of AFTRA was to professionalise teaching to create a better world.

He informed the house that one other objective was to check who would take over the Secretariat of AFTRA to host the next Conference.

The president welcomed the Southern provincial Minister (Zambia) and briefly explained what the roundtable was. He applauded the Ministers commitment to officially open the roundtable.

2.0. Adoption of the Agenda

Item 9: inclusion of Committee reports

9.1. Committee report

9.2. Country Reports

10.1. Hosting of Conference

10.2. Other related matters

The agenda was later adopted.

3.0. Nigeria Report

3.1. Nigeria was requested to present their report as they were as they were due to leave earlier before roundtable's close of business. The report was presented by Ibrahim Dahiru Roni – Acting Director operations Teachers Registration Council of Zambia and it covered the following items:

- The historical development of AFTRA and Round Table.
- The growing membership of AFTRA
- He assured AFTRA that Teaching Regulatory Council of Nigeria was consistently developing and implementing policies of professionalizing

teaching such as code of ethics, professional standards of the teachers, disciplinary committees.

- He observed that Nigeria had a diverse group of teachers with varying qualification such programmes to mitigate the diversity to create professionalization had been developed. He declared that the TRCN was dedicated and committed to AFTRA evidenced by previous findings of AFTRA, and the large numbers of delegates attending AFTRA from Nigeria.
- He informed the round table that due to some economic down turns, TRCN had faced challenges to meet the obligations due to National constraints, however, still assured the table that TRCN would still meet \$2000 commitment fee.

3.2. RESPONSES TO PRESENTATION BY NIGERIA

The president applauded Nigeria for support and informed the table of the role to they played in the founding of AFTRA. He extended his gratitude to Nigeria institution that continued to play a vital role in AFTRA success.

4.0. Minister of Southern Province –Zambia (Official Opening)

The Provincial Minister applauded the delegates for visiting tourist sites in Livingstone Town. He observed that the AFTRA Conference that ended on Wednesday had attracted representatives from various countries in the academic world. He applauded AFTRA for providing platform for sharing knowledge and practices.

a He reiterated the need for teacher education and teaching profession to be regulated. He observed that the Roundtable being the “engine” of AFTRA had mammoth task to deal with the key issues of teacher professionalism.

The emerging issues of teacher professionalism need collaboration among the member nations to effectively deal with them. Some questions that still lingered were:

- How can induction and meeting of beginning teachers best be done?
- How can teacher profession development be redefined.

5.0. Review of 2016 Conference

5.1. The executive Director academic presented a report on review of 2016 conference. It covered the following:

- **2016 hosting rights and dates of event:**
Event was moved to May from June to accommodate IFTR

- **AFTRA Executive board meeting:**
The meetings were successfully held as follows 8th and 9th meeting in Zambia

- **Announcement of the 2016 conference and roundtable:**

The preparations begun in November, 2015 board meeting. The difficult with AFTRA website made it difficult to bring AFTRA in the information super way (The internet). It was hoped that AFTRA website would be resolved.

- **Conference Speakers**

AFTRA was happy with the full support of parent body IFTRA who sent their messages. Conference had keynot speaker Prof. Nasir, Mohammed Maiturare of Ahmadu Bello University Zaria and Vice Chancellor Ibrahim Badamari Babangida University Lapai Nigeria.

Lead- speaker Prof. Pinato Chifwanakeni – Vice Chancellor, university of Lusaka (Zambia and Prof. Chanda peter Chishimba University of Zambia.

By publishing time there were 56 speakers. The e-book (CD) was given out to delegates and additional hard copy of conference brochures, bags and other material were given out.

5.2. Super Support from the Government of Zambia

AFTRA had received overwhelming support from the Zambian Government. The support was evident from Hon. Minister of General Education receiving of the Executive Board members and gracing of the conference, the and co-hosting the conference, and the Republican President accepting to grace the occasion. The large number of participating institutes, schools and educators showed the high regard that Zambia had for AFTRA.

5.3. Conference Secretariat and Logistics

AFTRA Secretariat at the Teaching Council of Zambia, Executive Director (Academic) Nigeria the Presiding CUM Executive Director (Administration and Finance) South Africa effectively managed the conference preparations. Zambia had embassies in several African Countries that eased visa acquisition issues. However despite the incorporation of Zambia Ministry of Foreign Affairs seemed not to yield the expected results.

5.4. Inability to Honour Invitations from International Organisations

AFTRA had failed to honour invitations from International bodies such as Africa Union, UN Task Force on Teachers for EFA of which AFTRA is a member due to lack of funds. Inability of AFTRA to honour such high profile and sensitive invitations sends negative signals to the world community. However, AFTRA would attend the June, 2016 IFTRA Conference in Dublin.

5.5. New Structure of the Executive Directorship

During the year restructuring of AFTRA via AFTRA constitution created the post of Executive Director (Academic and Executive Director (Administration and Finance) Functions and modalities for appointment of Executive Directors were captured by the constitution to be finalised in this Roundtable. Mr. Thembinkosi

(South Africa) was appointed the Executive Director (Administration and Finance).

6.0. Previous Minutes

6.1. Previous minutes were read, having no correction to be made. The minutes were proposed by Zambia and seconded by Namibia for adoption.

6.2. Matters Arising

The house was referred to the Communiqué of the board meeting where resolutions of the board meeting were written. Some highlights made were:

- Charging the World Forum to a Federation
- Budget issues
- AFTRA meeting its obligation with invitations to other organisations
- AFTRA journal
- AFTRA constitution

7.0. Journal and papers of the 5th AFTRA Conference

The AFTRA Secretary General Dr. Ebby Mubanga (Registrar Teaching Council of Zambia) reported that 3 weeks before the Conference papers were received and were edited later. The papers have since been published in the Conference proceedings document. The next process was to review the papers to prepare for publication in the AFTRA Journal by June, 2016.

8.0. The Communique of the 5th Teaching and Learning in Africa Conference held at AVANI Hotel Livingstone Zambia May 23rd-25th, 2016

The AFTRA general Secretary Dr. Ebby Mubanga presented the Communique on the 5th AFTRA Conference held in Livingstone.

Corrections to the communique

Page 1 IFTRA should read Federation not Forum

Provincial Minister's name to read Mr. Mubukwanu

After amendments the communique was adopted.

9.0. ADMITTING TO AFTRA NEW MEMBERS

Professor Steve officially presented to President new members to be admitted to AFTRA. New members were:

- The Teaching Service Commission of Zambia (Zambia)
- Zambia Open University (Zambia)
- Nkwane Nkrumah University (Zambia)
- Rockview University (Zambia)
- Katende College of Business Education and Technology (Zambia)

- Great Zimbabwe University (Zimbabwe)
- Strengthening Mathematics and Science Education Institute – Kenya
- Centre for Mathematics and Science Education in Africa- Kenya

The newly admitted institutions were to be met later for further briefing on Terms and conditions.

10.0. AFTRA Constitution

10.1. The AFTRA President presented the Constitution to the Roundtable.

Amendments were done and the AFTRA Secretariat was tasked to work on the AFTRA dissolution clause to be scrutinised in the next board meeting.

Clarifications were made on membership classification, that full membership was for Teaching Regulatory Authorities and Associate membership was for all institutions in the education sector.

The constitution was proposed by Lesotho and seconded by Namibia for ratification in the next Roundtable meeting.

10.2. Resolutions on the AFTRA Constitution

- Secretariat works on AFTRA dissolution clause that should be scrutinised by the Executive Board to be presented in the next Round Table.
- AFTRA Constitution has been ratified in the 7th Round Table held at AVANI Hotel in Livingstone Zambia on 27th May, 2016.

11.0 AFTRA SUB-COMMITTEE REPORTS

11.1. The President presented the sub-committees to the roundtable as follows:

1. Strategic planning, Research and publication
2. Advocacy and communication committee
3. International liaison committee

The outgoing and incoming Secretariat were tasked to ensure that the resolutions of AFTRA were assigned writing to the committee for implementation. He further invited the round table to:

1. Committee reports
2. Refine the sub -committees
3. Present country reports

11.2. COMMITTEE REPORTS

11.2.1. Research and Publication Committee – Zambia /Lesotho

- There was a challenge in that papers were submitted late there was no effective communication between Zambia and Lesotho.

- The first stage of editing papers was done next stage of reviewing papers for journal.
- There was budget obligations challenges to cover the costs involved.

11.2.2. Advocacy and Communication – Botswana/Tanzania

- Not much had be done, still needed more guidance.
- There was need to develop a policy and get funding for the committee to effect and implement its programme.

11.2.3. Resources and Finances – Namibia/Tanzania/South Africa

The countries had not communicated, however Namibia had drafted a proposal that still needed Tanzanian input before it was presented to the board. However, the failure highlighted was the failure of AFTRA to meet institutions who needed to be addressed.

11.2.4. International Liaison Committee – Nigeria/Kenya

The member countries had not yet met.

11.3. Sub-committees New members

It was resolved that new member countries be coopted into the existing sub-committees as follows:

11.3.1. Strategic Planning, Research and Publication Committee

Zambia (Chair of the committee) Lesotho (Secretary) New members Zimbabwe.

11.3.2. International Liaison Committee

Nigeria (Chair of the committee) Kenya (Secretary) new members Ghana and Cameroon.

11.3.3. Advocacy and Communication Committee

Botswana (Chair of the Committee) South Africa (Secretary) new members Congo DR.

11.3.4. Resource and Finance Committee

Namibia (Chair) Tanzania (Secretary) new member South Africa.

12.0. COUNTRY REPORTS

The countries were urged to submit the reports to the Secretariat to be circulated to the members in good time.

12.1. Cameroon

Presented the plight of educating displaced children that AFTRA membership should consider. The President expressed solidarity with the affected countries and urged Teacher Organisation to find ways of making a presentation to the Governments in support of education for conflict displaced children in Africa.

12.2. Congo DR

Applauded to AFTRA board for allowing Congo DR to participate as an observer. Congo DR requested the Secretariat to send the minutes for AFTRA Communique and Round Table to enable them engage Government. Congo DR also requested AFTRA to facilitate Memorandum of Understanding between Congo DR and South Africa that was signed so that that it was resuscitated.

Congo DR was assured that AFTRA or SACE would consider the matter.

12.3. Lesotho

Lesotho has amended the constitution to include other institution to create a new Teaching Council of Lesotho that in the next meeting they will be giving a report on the new development.

13.0. AFTRA Draft Budget

The Executive Director (Administration and Finance) presented the AFTRA Draft Budget.

The AFTRA had President appealed to all members to pay at least 50% of all their dues. He further instructed the Secretariat to invoice all members owing AFTRA. He further informed the table on the challenge the Teaching Council of Zambia faced when other co-hosting partners did not honour their part.

The Directors briefed the table on how AFTRA had made progress the last 6 years with resources from board members and that currently AFTRA had become recognized in African Union, United Nation, International Forum of Teaching Regulatory Authorities and other world bodies.

14.0. HOSTING OF NEXT CONFERENCE

14.1. The AFTRA President explained that the country hosting becomes co-secretariat with the outgoing handing over and incoming taking over, the revolving AFTRA Secretariat.

The President requested for nominations or volunteers to host the AFTRA Conference for 2016. The countries that previously hosted AFTRA were: 2010 – Nigeria, 2011 – South Africa that had also hosted IFTRA, Kenya, Tanzania, Ghana, Benin and Zambia

- 14.2. Lesotho was proposed was proposed based on Namibia AFTRA Conference desire to host however they could not host however they could not host due to new developments in Lesotho.
- 14.3. Most countries nominated needed time to consult with their countries.
- 14.4. It was resolved that all countries be given time to make consultations with authorities back home and restate their availability.
- 14.5. It was also resolved that countries that indicated when they would be ready to host should be taken note.
- 14.6. The Executive Director (Administration and Finance) assured the table that if members honoured up their dues a country would safely host AFTRA.

15.0. CLOSING REMARKS

The President AFTRA applauded the Participant for the contribution. He called upon member countries to each lobby another country that is not yet a member to come on board. He also applauded Zambia for the hospitality.

Certificates of attendance were given out to the participates and the African Union Anthem was played in closing.

The 7th Round Table closed at 15:00 hours.

.....
Raj Brijraj
AFTRA President

.....
Thembinkosi Ndhlovu
AFTRA Director Administration and Finance



AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

Forum Africain des Autorités de Contrôle de l'Enseignement

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MINUTES OF THE 5TH TEACHING AND LEARNING IN AFRICA CONFERENCE AT AVANI HOTEL, LIVINGSTONE – ZAMBIA

1.0. Opening Ceremony

The Ceremony was opened by performances from the local dance troops, poetry from Linda Primary School pupils and a Choir from David Livingstone College of Education. The African Union and Zambian National Anthems were sang.

1.1. Recognition of Personalities

The AFTRA General Secretary Dr. Ebby Mubanga acknowledged the presence of dignitaries from the Universities, the Countries present, the Ministry of Education officer, the AFTRA Executive Director Academics, Professor Steve Nwokeocha proceeded to recognize the presence of AFTRA Executive Board. The Minister of General Education-Dr. J.N. Phiri. The Provincial Minister-Mr. N. Mubukwanu, Acting Permanent Secretary Ministry of General Education - Mrs. Christine Mayondi and the Acting Chairperson Mrs. Eunifridah S. Hanyika.

1.2 Opening Remarks by the TCZ Chairperson

The Acting Chairperson of the Teaching Council of Zambia, Mrs. Eunifridah Simuyaba welcomed the delegates to the Conference and appealed to them to feel at home as Zambia was known for its serenity nature.

She applauded the AFTRA executive for the guidance and support given in hosting the Conference. She also applauded the Zambian Government for the authority and support to host the Conference. The Chairperson also appreciated all those that had submitted conference papers.

The Chairperson urged the delegates to find answers to challenges that affect teaching and learning in Africa. She posed the following questions:

- Was learning really taking place in most of the Public Schools? If it was were we still going to find ourselves surrounded with issues of illiteracy,

low reading levels, absenteeism, low progression rate and high dropout rate?

- To what extent was the teacher of today being regulated as compared to the past? Were teachers held accountable for non-performance? Were school Head Teachers held accountable for poor performance and poor results?

The Chairperson further indicated that teachers held the key to most of the issues raised because they dealt direct with learners, hence the need for teacher regulation and consequently the creation of Teaching Regulatory Authorities. She also informed the gathering that time had come to unite and professionalise teaching for a better world, to reposition the teaching profession, set international standards for the teaching profession, exchange practices among member countries and collectively undertake any action that would raise teacher's welfare, quality and status, nationality and internationally.

She finally welcomed the delegates to the 5th AFTRA Conference and 7th Roundtable and reminded them that the child in the classroom was our priority.

1.3. Welcome message by IFTRA Chief Executive

The Chair of ITRA 2016, Mr. Tomas Ruaric, Director Teaching Council of Ireland through a video link gave a background to IFTRA and proceeded to emphasize that there was a growing influence of Teaching Councils in the world. He observed that there was a significant growth of interest in Teaching Councils at the levels of European Union and reiterated the need to raise the quality of Teaching through the establishing of the Teaching Councils.

1.4. Goodwill Message to Teaching Council of Zambia

The Registrar applauded the support that SACE and other partners had given to the newly established Teaching Council of Zambia.

1.5. Welcome Message from AFTRA President

The President of AFTRA Mr. Raj Brijraj in his welcoming remarks informed the gathering about the theme of Conference. He further mentioned that currently AFTRA consisted of 20 Countries which were visited every year during the Conference and Round Table Meetings. He further explained that, Roundtable Meetings were business meetings of AFTRA consisting of AFTRA members. The President further indicated that the mission of AFTRA was to raise teacher practice and standards and promoting African Philosophy. He reiterated that there was need to consider African values to which we should learn. The President indicated that AFTRA was an open book which serves to promote teacher professionals which a better way to have a better world and a wonderful world to live in.

Further, he appealed to the Conference that it was time to take stock of ourselves in terms of improving education standards that will create a better Africa and a better World.

Finally the President appreciated the hospitality of Zambian people and appealed to the Conference to select Zambia to host next AFTRA Conference and hoped that the Conference would highlight the African values.

1.6. Welcome message by the Provincial Minister of Southern Province - Zambia

The Honourable Minister of Southern Province Mr. Mubukwanu welcomed the delegates to Zambia and especially to the City of Livingstone. He gave a historical background to the City and its tourist attractions the major one being the might Victoria Falls. He applauded the organisers for choosing Livingstone to host the Conference. He applauded the Republican President in (absentia) and the Minister of General Education to grace the occasion. He invited the Honourable Minister of General Education to officially open the Conference.

1.7. Welcome Remarks by Acting Permanent Secretary of Ministry of General Education

The Acting Permanent Secretary in the Ministry of General Education Mrs. Christine Mayondi welcomed the delegates and applauded the Honourable Minister for gracing the Conference. She also commended the Teaching Council of Zambia for hosting the Conference despite being a young Council.

The Permanent Secretary acknowledged the support and guidance the Minister had provided to the Council to enhance its operation.

She also acknowledged the presence of the participating countries that included; Namibia, Zimbabwe, Botswana, Kenya, Nigeria, Lesotho, South Africa and Ghana. She reiterated the Minister's emphasis on provision of quality education.

1.8. Minister of General Education – Zambia

The Honourable Minister of General Education Dr. John J.N. Phiri expressed apologies on behalf of the Republican President His Excellency Edgar Chagwa Lungu, who was unable to attend due to other unforeseen duties. The Honourable Minister of General Education read the speech on behalf of the President.

He applauded AFTRA for the honour bestowed on Zambia to Host the continental Conference. He reiterated the Provincial Minister's appeal to freely explore the tourist attractions in the Tourist Capital. He extended gratitude to International Federation of Teaching Regulatory Authorities (IFTRA) for allowing Zambia host the AFTRA.

The Minister of General Education observed that the Forum was an important association of regulatory authorities in Africa and the world as a member of International Federation of Teaching Regulatory Authorities (IFTRA). The forum provided a platform for cross pollination of ideas for the promotion of quality education. He emphasized that education was the only equalizer of socialization in life between the poor and the rich. He explained that when children pass through an efficient and effective education system it tends to sharpen their skills of life. Research had proved that education was a critical agent of change in both the social and economic sector. Further the Minister emphasised that teachers and educators played multiple roles in life and it was in this context that, there was need to regulate the Teaching Profession so that teachers protect the integrity of the profession.

The Honourable Minister of General Education retaliated that AFTRA Conference theme of *“Professionalising Teaching for a Better World”* was the most appropriate for the Conference because all African Countries were striving to better their education systems. He also urged the Governments in Africa and Regulatory Authorities to restore confidence and raise standards of teaching.

He applauded the Teaching Council of Zambia for the major steps it had made in executing its mandate of accrediting colleges of education and registering teachers. He made it very clear that teacher registration was now law in Zambia, and that every teacher must be registered.

He called on the delegates to reflect on that child yearning and willing to read and write as many were coming out of school system without these skills, he emphasized the need for the teacher to ensure that learners acquired these skills. The Minister informed participants that the conference would provide a critical opportunity to reflect and contribute to improving quality of education. He finally declared the Conference officially opened.

1.9. Vote of thanks from Executive Director Academic

The Executive Director – Academic, thanked the Republican President (in absentia) for hosting AFTRA, He recognized the fact that Zambia was home of Pan Africanism as it was home of African Union. He applauded the Permanent of Ministry of General Education and Provincial Minister of Southern Province –Zambia for attending the Conference. He further recognized the presence of AFTRA president, Teaching Council of Zambia Chairperson, AFTRA Executive Director - Administration and Finance and thanked them for their contribution to AFTRA.

He also recognized personalities to the Conference that included; keynote Speakers Prof. Mohammed Nosir Maiturare (Ibrahim Badamosi, Babangida University), lead Speakers: Prof. Pinalo Chifwanakeni (Vice Chancellor University of Lusaka), and Prof. C.P. Chishimba (University of Zambia).

The first session broke up for a photos session

Second Session

1.10. Goodwill message from Teaching Service Commission - Zambia

The Teaching Service Commission of Zambia –Secretary to the Commission, Ms. Sandra Ndhlovu welcomed the delegates and thanked the Teaching Council of Zambia for work they had done in hosting the AFTRA Conference. She expressed gratitude on the professionalization of Teaching in Zambia and urged the delegates to contribute and interact for the effectiveness of professionalizing teaching in Africa.

2.0. PLENARY SESSIONS

2.1. Keynote: Message Pan-Africanism, Education and the Teaching Profession in Africa.

2.1.1. The presentation of the keynote addressed by the Professor Muhammed Nasir Maiturare covered the following:

- (a) The role of African Nations in Globalisation of the Teaching Profession.
 - (b) Uniting Africa for the Internationalisation of the Teaching Profession.
 - (c) Repositioning Teaching and Learning in Africa for Global Competitiveness.
 - (d) Holistic education for contemporary Africa.
 - (e) The Teaching Profession in Africa – past, present and future.
- How Africa can realise its potentials by doing the following three things:
 - (i) Act as one under the leadership and principles of the African Union.
 - (ii) Invest its best resources in education and
 - (iii) Make teaching an attractive profession.
 - Noted that the above facts had been repeated in Conferences, roundtables, Summits and other national and international gatherings, however not much had been realized implying that we had been paying lip service to education.
 - Many questions agitating the mind were:
 - Why were there many out of School Children in Africa?
 - Why was the percentage of national budgets for education still less than the UNESCO recommendation?
 - Why were resources allocated to education further diminished through mismanagement or most still through corruption?
 - Why were many Secondary Education graduates unable to cope with University Education and neither did they have capacity to branch off into trade and other vocations?

- Are we sure that the education systems were getting foundation (Primary and Secondary Education) right?
- What was the level of numeracy? Literacy and life skills to the Primary and Secondary Education student?
- What is the measurement of learning achievement at that level reveal?
- Why were so many of the tertiary particularly University graduates either unemployed or underemployed.
- Why were they unable to create jobs for themselves?
- Why did African students perform poorly while in our schools but only turned out to be the best in schools abroad in America, Europe and Asia?
- Why were the facilities and Colleges of Education dominated by academically poor rather than the most brilliant students?
- Where we really producing the quality of teachers that the education system deserved?
- Why were teachers still treated as civil servants in many African countries while others professionals such as lawyers, engineers and medical doctors were better recognized and professionalized?
- Why were the teachers so poor with very miserable status especially in the rural primary and Secondary Education Sectors

2.1.2. Pan Africanism

The presenter presented the aspirations and objectives of the African Union where he highlighted the task of educators to lead by example by promoting collaboration and dedication to continental platforms like AFTRA, A.U and other related organisations in Africa. There was need to look at how the Education Sector specially teaching and learning can be used to promote human rights generally, social cultural and education rights for women in Africa.

2.1.3. Education

- Indispensability of education in the formation and advancement of society was self-evident as observed by many leaders.
- Facts suggested that education as a vehicle for development but there was still concern about the purpose of education, school curricular and the role played by educated elites in Africa.
- The relevance and functionality of our education system.
- The values of our education system seem to fail to adequately address the African perspectives cultures and values.

- Education in Africa should be used to create a better world as suggested by the theme of AFTRA Conference used to create young professionals, create opportunities for self-actualisation of all individuals in an inclusive society, give prominence to African culture and heritage, accelerate industrialisation of the continent, create pleasant and peace loving individuals and above all guarantee sustainable development for the continent.
- AFTRA should take special note of the United Nation's drive to achieve sustainable development for all nations by the year 2013.

2.1.4. The Teaching Profession

- The role of teachers as agents of development over the ages.
- The Teacher was the most important input in education and mismanagement of the teacher has contributed to the catastrophic decline in educational standards across the continent.
- The quest for a qualitative education system for better world should begin with getting the teacher input right. This was a complex and challenging task for most African nations where resources were meagre.
- The concept of the teacher in the first century should be that of a facilitator of knowledge helping learners to unfold the inner potentials.
- AFTRA should continue to design programmes and make regulatory policies that carry along all teachers in every sense of the world. This would give teachers of all background a sense of belonging and a voice in shaping the delivery of the best quality education.

2.1.5. Conclusion and Recommendations

In conclusion the following recommendations were made:

1. There is need to take Pan- Africanism beyond semantics to real action that can forge closer ties among the African nations.
2. The leadership and principles of the African Union should be promoted within and outside the education sector and be made integral part of the relevant school curricular.
3. The relevant teaching regulatory authorities in Africa should see AFTRA as veritable Federation and Platform through which they can contribute their quota towards the collective educational development of the continent.

4. African countries that still regard teachers as mere civil servants may borrow a leaf from countries that have advanced in professionalizing teaching through establishing appropriate national legislation and teacher regulatory authorities.
5. African countries should strive to invest their best resources in education and attain recommendations of UNESCO and other relevant international bodies regarding budgetary allocation to education.
6. The role of the teachers as pivot of the education system requires being strengthened through making teaching more attractive and faithfully implementing the relevant informational policies and recommendations regarding teaching.
7. Teaching should be placed in a broader context to capture its nature and inclusiveness of agents and facilitators of learning at all levels of education system. Similarly teacher competences should not be defined only in the narrow sense of ability to deliver a lesson but also to function effectively as a global citizen.

2.2. Emerging issues from the keynote speakers address:-Professor Muhammed Nasir Maiturare

- 2.2.1 Need to take into account the teacher structure and understanding what makes a teacher a professional.
- 2.2.2. There was concern that despite emphasising the need for pan Africanism of working together, it had been observed that AFTRA Conferences held, there have been no Franco-phone countries represented.
- 2.2.3. There was an appeal that the universities in Africa needed to come together and ensure student support and ensure Lecturers who were taking pleasure in failing students be held accountable.
- 2.2.4. There was an appeal that the universities should collaborate with each other by working as a team to improve the conditions that pertain to a teacher.
- 2.2.5. Teachers are agents of change hence need to adequately prepare them.

3.0. LEAD SPEAKERS:

3.1. Lead Speaker 1: Private Educational Institutions: Cost versus quality of education

The paper by Prof Pinalo Chifwanakeni, vice Chancellor , university of Lusaka was not presented.

3.2. Lead Paper 2: Formulation of Teacher Education Curriculum Framework

The presentation of the Lead Speaker by Professor Chanda Peter Chishimba (University of Zambia) covered the following:

- Factors contributing to the formation of the curriculum

- Sorts of competencies that include;
 - Subject competence
 - Didactic competence
 - Social competence
 - Adapture and developmental competence
 - Professional ethics competence
- Components of curriculum framework
 - Early childhood education
 - Adolescent development

3.2. Emerging issues from the presentation of Professor Peter Chishimba

- 3.2.1. There is need to have a holistic teacher and curriculum that will cater for children with special need.
- 3.2.2. The Profession behaviour of Teachers should be in line with prevailing environment in the learning institutions. The teachers in most cases when they graduate they fail to marry theory and practical requirements in the learning institution.
- 3.2.3. There was a concern on the need to for pre service programme to be reviewed because graduates being churned out from colleges and universities are unable to fit in the school arrangement.
- 3.2.4. There was need to integrate skills development and entrepreneurship in the curriculum to help the learners to become self-employed. However, there was a response from the professor from Nigeria, that there was need for Ghana to review their curriculum to meet the developmental needs of the country.
- 3.2.5. There was concern that the teachers being trained currently were not able to assimilate professional ethics.
- 3.2.6. There was a proposal that in order to improve competencies for teachers, the teacher that were joining the profession should first given provision registration until they are assessed that the they have acquired the required competency which will qualify them to be given full registration.

4.0. Closing Remarks from the Honourable Minister of General Education

The minister indicated that the issues raised in the presentation by professor Chishimba were the basis under which the Ministry of General Education in Zambia reviewed its curriculum. He explained that the reviewed curriculum has a two path way, which is the vocation and academic path way. He retaliated that children that would not manage to pursue academic path way would pursue the vocational route because they would have acquired the necessary skills that would help them in their day to day life. He informed the delegates

that the reviewed curriculum was now functional and it will soon begin to yield fruits.

5.0. SYNDICATE PAPER PRESENTATIONS

5.1. The Conference broke into groups of three groups for parallel paper presentations sessions. The papers were of very high quality and they were presented with scholarly expertise. Later the delegates reconvened for a plenary session to discuss.

5.2. ISSUES EMERGING FROM THE PRESENTATION

After the paper presentation the delegates reconvened for a plenary session to discuss issues raised in the presentations so that a communique would be written. The major issues emerging from the presentations were as follows:

- Need for AFTRA to contextualize the United Nations sustainable development goals.
- Need for Induction and mentoring programmers for beginner teachers.
- Need for the redesigning of teacher education curriculum to deal with issues relating to the 21st century.
- Ministries of education in Africa need to play the supporting role in professionalizing teaching.
- Identified need for the Continuous Development of teachers.
- Diverse teaching methodology needs to be enhanced in schools.
- Clarification of roles between Teaching Councils and Teacher Service Commissions and other agencies.
- Ethics and teacher conduct issues needed to be attended to by member countries.
- Different types of teacher education between Universities and Colleges.
- Standards for teacher growth (Designation) in the profession needs consideration.
- Need for the promotion of career paths for teachers.
- Enhancement of Teacher Unions participation in teaching and learning needs to be enhanced.
- Co-ordination of policy formulation and implementation needs to be improved.
- Funding for education needs to be prioritized by countries.
- Promotion of ICT in education needs to be enhanced through development and provision of infrastructure and training for teachers.
- Promotion of Mathematics and Science for economic growth.

6.0. RESOLUTIONS OF THE CONFERENCE

After deliberations on issues emerging from the presentations, the Conference made the following major resolutions:

- AFTRA to campaign for the development of induction and mentoring programs for beginner teachers throughout the African Continent and globally through IFTRA.
- AFTRA needs to commission research on the designing the curriculum for teacher education.
- AFTRA should campaign for the holistic education that upholds and promote inclusivity in education.
- AFTRA to develop a standardized teacher performance appraisal system for engagement by members with different ministries and stakeholders in their countries,
- AFTRA should maximize the promotion of female educators in the system, Universities and Colleges.
- AFTRA should develop a continental protocol on Continuous Professional Development
- AFTRA to commission the development of an African Code of Professional Ethics for teachers.
- Teacher unions to be included in matters relating to their development.
- Member countries need to contextualize teacher professionalism as it obtains in each country.

7.0. AFTRA COMMUNIQUE

The Executive Director – Administration and Finance presented the communique which was adopted after ammendments.

8.0. CLOSING REMARKS

8.1. AFTRA President

The AFTRA President expressed appreciation for Zambian hospitality and also recommended the Teaching Council of Zambia under the Ministry of General Education for the wonderful work done in hosting the Conference. He emphasised the need for unity among African Countries.

The President thanked participants from within and outside Zambia for their significant contribution during the Conference. He finally wished the people of Zambia a peaceful election and hoped that Zambian will elect the best President for the country.

8.2. AFTRA Director – Administration and Finance

The Director – Administration and Finance gave out the Communique to the Conference by reading out the issues emerging from the paper presentations and resolutions.

8.3. AFTRA General Secretary – Dr. Ebby Mubanga

The Secretary General for AFTRA thanked the participants for responding positively to the call of hosting the Conference. He thanked the AFTRA President for being an inspiration in hosting the Conference. The General Secretary further commended the Chairperson and the entire Teaching Council of Zambia Secretariat for their commitment to duty during the hosting of the Conference.

8.4. Chairperson -Teaching Council of Zambia

The Chairperson thanked the members for full participation during the Conference which centred on professionalising teaching for a better world. She appealed to the academicians to continue making contributions to AFTRA. She further thanked AFTRA Executive members for making it possible for Zambia to host the Conference and extended special thanks to Ministry of General Education, Ministry of Higher Education, Teacher Unions and the Teaching Council of Zambia Secretariat for their financial and physical support.

The Chairperson further wished the members travelling mercies and appealed to all those going outside Zambia to convey gratitude to their respective countries.

9.0. PRESENTATIONS OF ATTENDANCE CERTIFICATE

The Executive Director – Academics expressed appreciation on the quality of engagement and the papers presented during the Conference.

Attendance Certificates were presented by Professor Steve Nwokeocha – Executive Director (Academics) for AFTRA and Bishop Fred Mwale (Assistant Director - inspections).

The Conference was closed at 17:30 hours.

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Raj Brijraj

AFTRA President

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Thembinkosi Ndhlovu

Director-Administration and Finance

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Ebby Mubanga (Dr.)

General Secretary