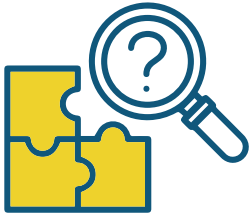


FACT SHEET

CPD ELEMENTARY FRAMEWORK IN PUNJAB

The Challenge



The quality of teaching and learning at the elementary level is undeniably inadequate. Student Learning Outcomes (SLOs) continually fall below expectations (PEC 2018, 2019), and reports indicate poor teaching practices (PASL, 2018). This situation demands immediate action in the form of Continuous Professional Development (CPD) for elementary teachers to improve teaching quality and Student Learning Outcomes (SLOs).

The Intervention

1

PERSONAL LEARNING HOURS

- 3,194 ESTs including 2000 females in 5 districts of Punjab completed a self-paced study through a flexible digital platform
- 6 digital modules comprising 167 lesson plans, 4 strategy videos, and 420 assessment items developed for English, Mathematics, and Science
- End-of-module self-assessments reinforced learning at each stage

2

CLASSROOM OBSERVATION AND FEEDBACK

- 861 Headteachers including 511 females in Punjab conducted subject-specific classroom observations using the Classroom Observation Tool (COT) adapted for elementary schools
- Joint observations by District field officers of PECTAA ensured mentoring and data-informed pedagogy planning

3

TEACHER LEARNING FORUMS

- Asynchronous forums enabled teachers to exchange ideas and challenges
- Monthly synchronous online sessions on subject-specific pedagogy were delivered by 100 subject experts in Punjab

4

ONLINE LEARNING COMMUNITIES & COMMUNITIES OF PRACTICE (COP)

- Subject-specific teacher communities established at tehsil, district, and provincial levels
- 4 teacher Professional Development Forums organised by district field offices of PECTAA in Punjab

Teaching Excellence through Learning Resources and Training



- Developed training modules for ESTs, Headteachers, and Subject Experts in core subjects
- Trained Subject Experts in mentoring, coaching, and pedagogy
- Headteachers learned to conduct observations and provide coaching using the COT
- ESTs accessed self-study modules with ongoing mentoring from Headteachers and Subject Experts



Communities of Practice (CoP) for Sustainable Learning

4 district-level Professional Development Forums were organized in Punjab to promote Communities of Practice and peer learning. Over 484 ESTs and Subject Specialists participated, including 303 females, enhancing shared learning and reflective practice.



Forging Government Partnerships for Sustainable Delivery



- CPD Elementary was co-designed and implemented in close coordination with School Education Department (SED), Punjab Education, Curriculum, Training and Assessment Authority (PECTAA), in Punjab ensuring institutional ownership, system alignment, and scalability
- The Framework development and district selection involved joint consultations
- District field offices acted as lead partners, reducing costs and enhancing ownership
- The Classroom Observation Tool (COT) was revised for subject-specific practices and endorsed by relevant departments, now part of the provinces' quality assurance systems
- Teaching materials are accessible via PECTAA, platforms, including websites and YouTube channels

Key Results - Punjab

Improved COT Scores

Headteachers conducted classroom observations in their schools. The data shows a positive trajectory in average scores, indicating improved teaching practices. The average COT score was **3.15 (out of 5)** in September 2024, which gradually increased to **4.21** in April 2025.

97% of teachers found the training highly relevant

95.6% said assessments aided their learning

93% appreciated the self-paced format for comfortable learning

Over **95%** reported increased confidence in applying classroom strategies

96% felt the training met their expectations and supported their growth

Voices from the Field

The quality of students reflects the quality of education we provide. Through this training, we did not just learn new pedagogical methods we gained practical, hands-on tools that help us support teachers more effectively in real-time classrooms. It has been a truly enriching and eye-opening experience.

Shahzina Qayyum, Science Subject Expert, PECTAA Punjab

#InspiredTeachersInspiredFutures



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