



Entrance Exams for Teacher Training

Inspiration from Cambodia and some other countries

**VVOB miniseminar
March 27th, 2015**

Pro or Contra ?

Are you FOR or AGAINST the implementation of entrance exams for students who want to start teacher training?



Happy in Cambodia



Entrance Exams for Teacher Training in Cambodia

Cambodia

Facts&Figures on Teachers

- Annual increase in the stock of teachers is about 2 500
 - About 5 000 graduates/year
 - About 1 500 teachers retire and about 1 000 leave the profession
- 66% of teachers hold a upper secondary degree or higher, but teachers in primary education in remote schools often only have a lower secondary (grade 9) degree
- 44% of teachers are female and 10% of school directors are female
- >50% of all teachers are younger than 40 – about 63% of the teachers in remote areas are younger than 30

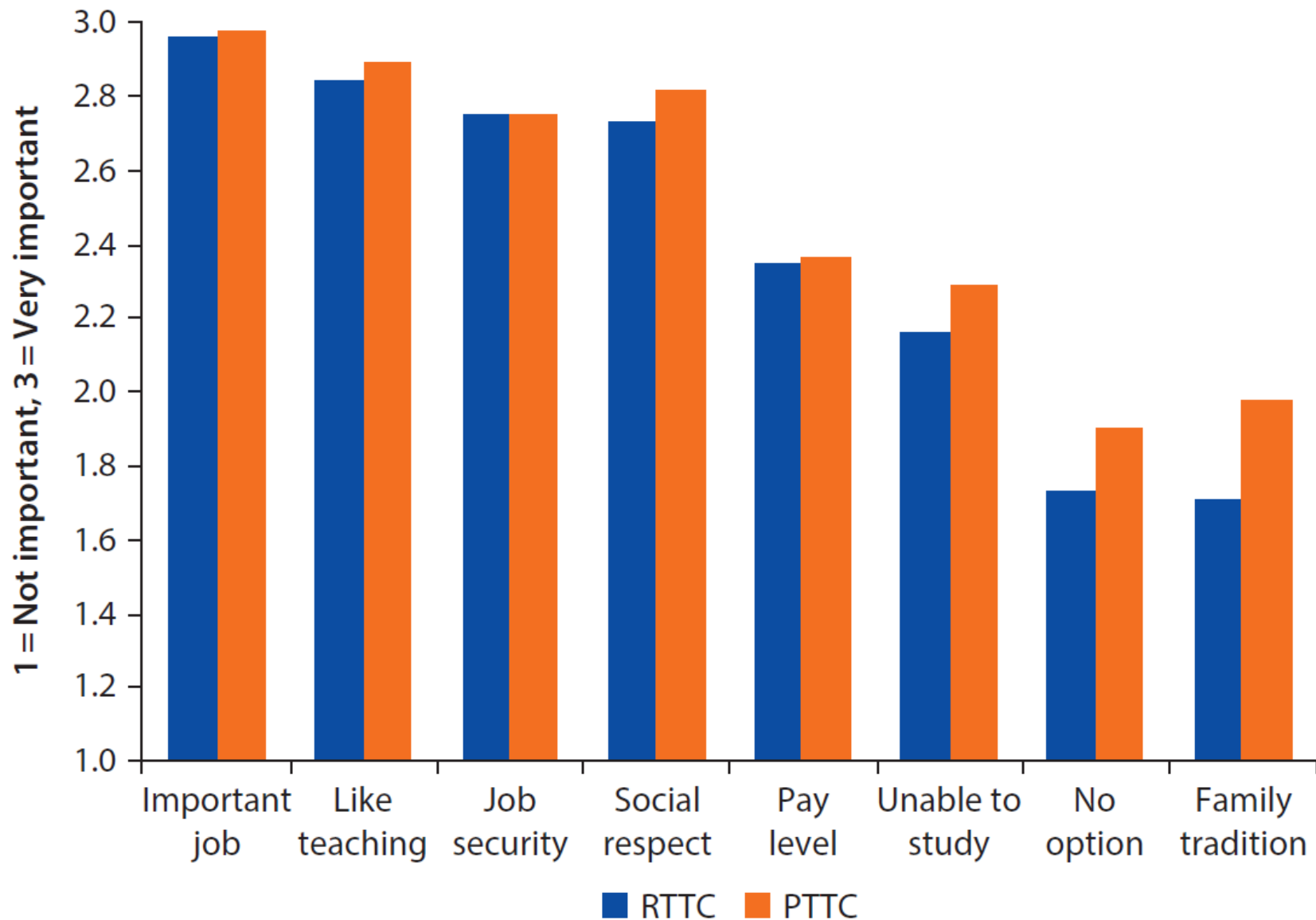
Facts&Figures on Teacher Training

Teacher Training is given in different schools:

- | | |
|--------------------|------------------------------------|
| – early childhood | Preschool Teacher Training Centre |
| – primary | Provincial Teacher Training Centre |
| – lower secondary | Regional Teacher Training Centre |
| – upper secondary | National Institute of Education |
| – higher education | National Institute of Education |

Teacher Training courses are free and students receive a small monthly stipend.

Reasons for Entering Teaching



“My older sister and my neighbour inspired me to choose for the teaching profession.

My neighbour is a teacher and my sister said teaching is better than working for a private company.”



Ms. Davy Vin
(2nd year student teacher)

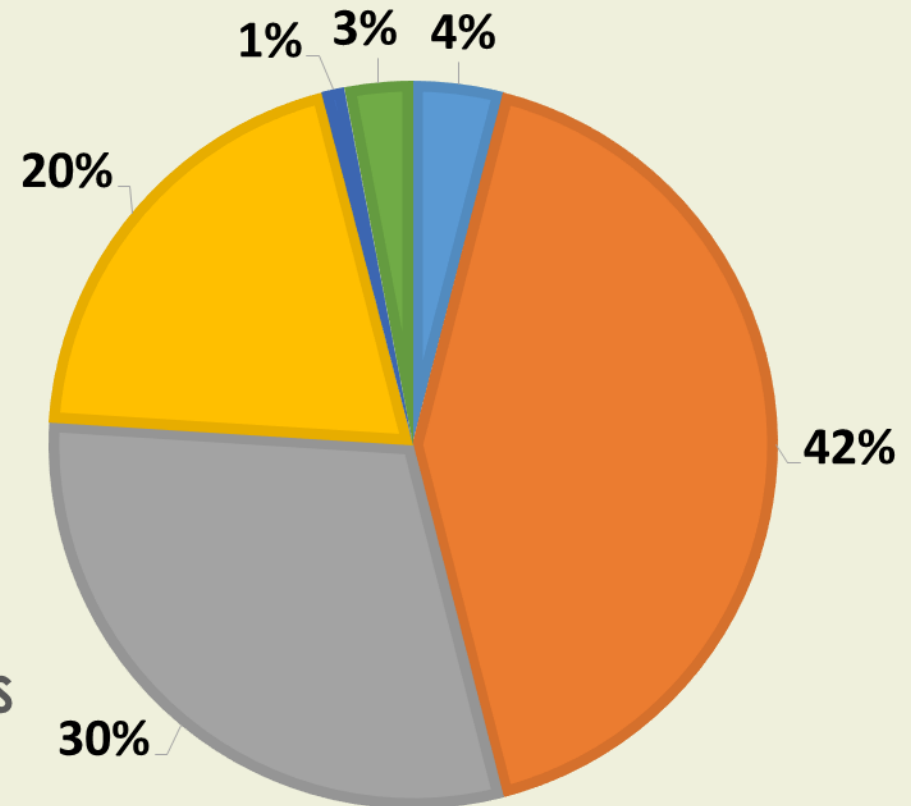
Facts&Figures on Teacher Training

Last year more than 46 000 applicants took the entrance exam.

About 4 400 were successful and started their training.

Nearly all students graduate.

- early childhood
- primary education
- lower secondary education
- upper secondary education
- higher education
- sport



GRADUATES

“The Council of Ministers determines each year how many new teachers will be recruited. Through the entrance exams the ministry checks which candidates are suitable for the profession.”



Ms. Phan Sophea
(Teacher Training Department)

“A total of 52 applicants from my district are taking the entrance exam. It is very competitive as only 3 candidates will be selected. I am quite concerned about that.”



Mr. Chan Da
(Applicant)

Facts&Figures: Entrance Exams

Where?

every Teacher Training
Centre

Who?

Teacher Training
Department

When?

once per year – mid
October

How?

knowledge test

**For
who?**

grade 12 exam no F
score + aged between
18-25

Why?

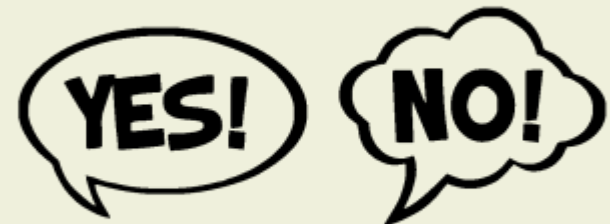
testing competency for
teaching profession +
policy

“The organisation of the entrance exams is transparent, fair, acceptable and strict. Candidates have to give their fingerprint, show their photo and ID-card before entering the test station.”

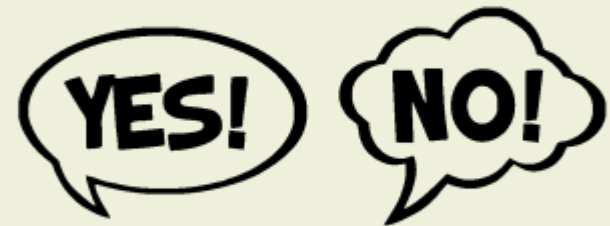


Mr. Row Pengse
(Director Regional Teacher Training Centre)

An entrance exam elevates the role/status of the teaching profession.



An entrance exam corrects social differences.



An entrance exam is a good response to teacher shortages.



An entrance exam is a good way to prevent the high cost of drop-out student teachers and starting teachers.



Some Hot Issues

Hot Issue 1: (Non-)Cognitive Testing?

- Cambodia:
 - Pre-primary and primary: Khmer, general culture and maths
 - Secondary and higher: general culture, subject
- Zambia: English
- The Netherlands: be fit for a teaching profession?

“A majority of students from disadvantaged regions do not apply for the entrance exam because they are not well informed and not aware of the application process.”



Mr. Row Pengse
(Director Regional Teacher Training Centre)

Hot Issue 2: Prioritized Applicants (1)

Scoring procedure and policy in Cambodia

(exams are scored at the Teacher Training Department)

- prioritized applicants receive extra points: ethnic minorities, contractual teachers or individuals from remote and disadvantaged areas
- female applicants do not receive extra points but are given preference over men with equal scores
- applicants with a higher score can choose the training centre of their liking
- if the number of applicants exceeds yearly quota they are put on a reserve list

Prioritized Applicants (2)

The prioritization of certain applicants for entry into initial teacher education is part of a wider strategy to have sufficient teachers in certain geographic areas:

- Redeployment of non-teaching staff into teaching
- Redeployment of teachers into areas of high need
- Allowances for “hardship” postings
- Waving of entry requirements for potential candidates from “disadvantaged” provinces and districts

Hot issue 3: Possible Excesses

- **Stress**

- India: Parents risking their lives



- Kenya: Exams in extreme cases even leading to suicide

SATURDAY NATION
 December 31, 2011

TRAGEDY | Mercy was unhappy after obtaining 145 while her best friend and namesake had 226

Girls commit suicide over results

Mother blames daughter's death on minister's order barring pupils who performed dimly from repeating Standard Eight

CONTINUED FROM PAGE 1
 announced suicide over securing 145 marks, which was far below the score she had hoped for when the national primary school results were announced by Education minister Sam Ogitari on Wednesday.

Mbaraka police boss Richard Karuku said the girl left a note for her mother which read: "Dear man, I have let you down in this world without any marks."

According to Mercy's mother, Mrs Lily Rutich, her daughter was so sad as she accompanied her friends to school to view the results but returned home in low spirits.

"She was visibly unhappy when getting 145 marks. She was depressed after hearing that repetition was not encouraged," said the tearful mother.

She requested her mother to speaking to her before leaving for school in the afternoon. Mercy kept to herself an returning home while her mother continued to work on the farm.

"It was absurd to find my girl hanging in the kitchen. I pushed her and checked her pulse. I thought she was jelling but when I touched her face, her body felt down heavily and I realized she was dead," she said.

She blamed her daughter's death on a directive by Prof Ogitari discouraging repetition by candidates who failed the KCPE exams on their first attempt.

"I did not know things would turn out for the worse so there were no signs that Mercy would do to such an extent. I do not know why she took such drastic action," she said.

Prof Ogitari on Wednesday gave orders barring pupils from sitting Standard Eight exams if they failed, saying it did not add any value.

Karuku Primary School head teacher Daniel Cheruvai described the girl as hard working, cheerful and disciplined.

He said Mercy — who was ranked 14 in a class of 48 —

after her close friend got better marks than hers. "Her close friend got 226 marks while Mercy managed 145. Although she was not the best, she took it very badly," he said, adding the school was shocked by the suicide.

Her closest friend and namesake Mercy Chelbet said she was deeply depressed by her poor score.

"She had hopes of attaining marks which were over the 226 I got. She was very disappointed by what she got," she told Sunday Nation asking that "after seeing the results she became very silent and thoughtful".

Relatives and neighbours described Mercy as humble and expressed surprise she could have taken such drastic action.

Health Minister Franklin Bantye visited the home yesterday and comforted the family. He criticized the directive by the Education counterpart, saying it discouraged learners.

"We find the directive against repeating examinations discouraging and it should be reviewed," he said.

BRIEFLY
TAITA-TAVETA
Parents protest over poor performance
 Parents in Taita Taveta zone want the Ministry of Education to investigate the reasons behind the poor performance in national examinations. A parents association co-ordinator, Mr Richard Mwangi, said schools should be investigated for allegedly mis-managing education. The district blamed tributes for compromised standards and fraudulent practitioners. He claimed that basic officers with low level education were promoted to supervise their seniors.

KILIFI
Over-age pupils 'are a result of poverty'
 The enrolment of over-age pupils to sit for the KCPE exams in Kilifi and Kisumu was a result of the first primary examination. The two counties, ranked among the poorest in the country, had the highest number of over-age pupils. Kilifi District education officer Dickson Ole Rejo said pupils between 14 and 16 took advantage of the institutions to

"She was visibly unhappy after getting 145 marks,"
 Ogitari's mother, Mrs Lily Rutich

Mrs Lily Rutich, whose daughter Mercy committed suicide over poor KCPE results, is comforted by relatives at their home in Kattui, Kericho County.

- **Private tuition**

- Cambodia: "Hidden privatization of public education"

- **Dirk Van Damme (OESO)**

- 'High stakes! An entrance exam has far-reaching consequences for individuals.'

“I prepared at home, by reading Khmer literature and general culture books. I also attended private tutoring class to build up my knowledge and skills in mathematics. The course took one and a half month. I had to pay a \$ 5/month fee.”



Mr. Sunbai Bun
(2nd year student teacher)

Other Systems of Teacher Training Entry Selection

Teacher Training at Upper Secondary Education Level

- Rwanda:
 - Initial teacher education of primary school teachers takes place at the level of upper secondary education (S4, S5, S6).
 - Under the oversight of the University of Rwanda- College of Education, TTC's finalists complete the National Exams
 - Target: Increase the Teaching Certificate to a two-year post Y12 qualification, with entry requirements



Teacher Training at Upper Secondary Education Level

- Suriname
 - Minimum requirements for entry into teacher training: grades obtained in lower secondary education
 - Grades in Dutch, History Geography and Biology for applicants from general education (MULO)
 - Grades in Dutch and Mathematics for applicants from vocation-oriented education (LBGO)
 - Students from vocation-oriented education follow an extra preparatory year
 - Plans to take initial teacher education to post-secondary level, but timeline not clear

Tests at the End of Secondary Education as Entry Requirement

- **Zambia:**
 - National examinations at the end of Grade 12
 - At public Colleges of Education
 - 5 O' levels with credit incl. English, Mathematics and Science
 - Sometimes open interviews
 - Private colleges set their own requirements

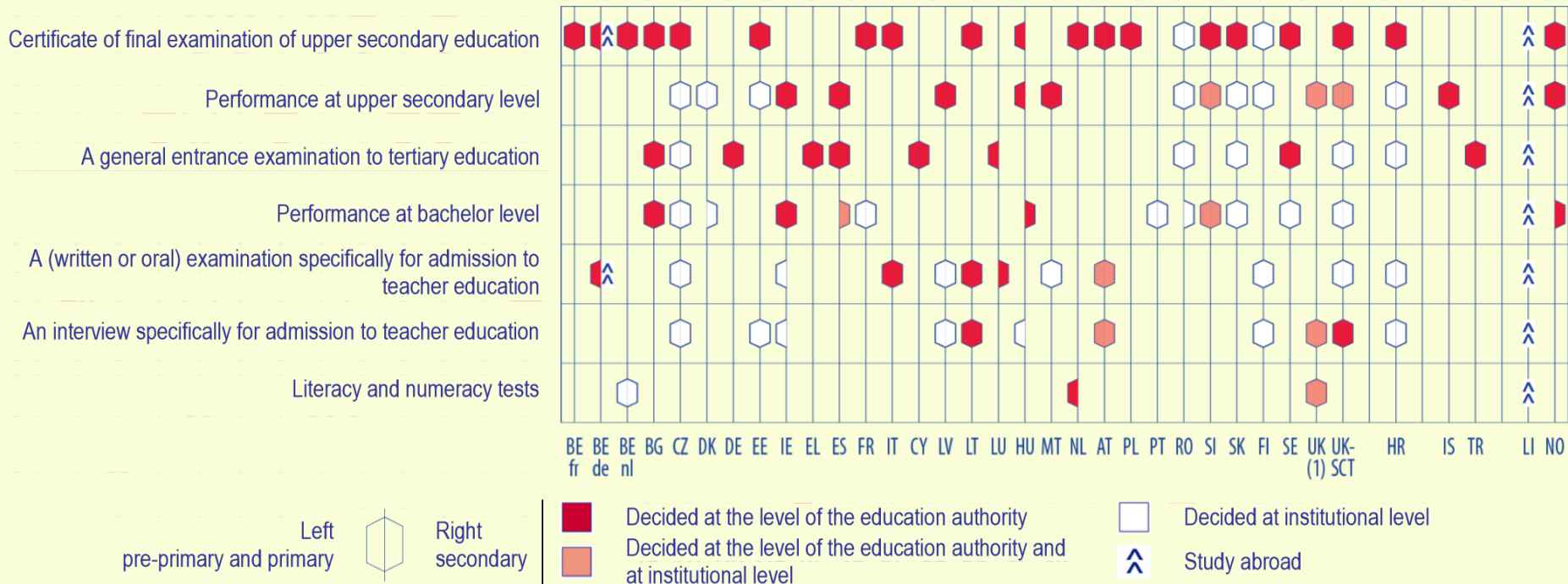
Teacher Training at University Level

- South Africa:
 - Two routes in becoming a teacher, namely:
 - a four-year Bachelor of Education degree (B.Ed.)
 - a three-or four-year Bachelor's degree, followed by a one-year Postgraduate Certificate in Education (PGCE)
 - You need to choose the phase (level of schooling) you wish to specialise in, as well as specialization fields
 - Offered at 22 public higher education institutions
 - Admission to any university will be in accordance with that university's rules of admission
 - University fees vary from institution to institution
 - Worrying shortages of teachers in key subjects

At European Level?

Selection methods/criteria for access to initial teacher education.

Pre-primary, primary and general (lower and upper secondary) education, 2011/12



Source: Eurydice.

http://eacea.ec.europa.eu/education/eurydice/key_data_en.php

Nothing New in Flanders?

Nothing New (1)

- Nuttin (1948) Prognose der geschiktheid tot universitaire studiën
- Coens (1990)

politieke milieus. Vooral tegen het voorstel van een verplichte deelname aan een oriënteringsproef waarvan het resultaat niet bindend en louter adviserend zou zijn, werd er in de studentenwereld zwaar weerstand geblazen. Hun vrees daarin een eerste stap te zien naar een toelatingsproef, alhoewel door het beleid



Nothing New (2)

- 1995-96 MENO-test
- 1999 Vlor advice on transition from secondary education to higher education

<http://www.vlor.be/advies/advies-over-de-overgang-van-secundair-onderwijs-naar-hoger-onderwijs>

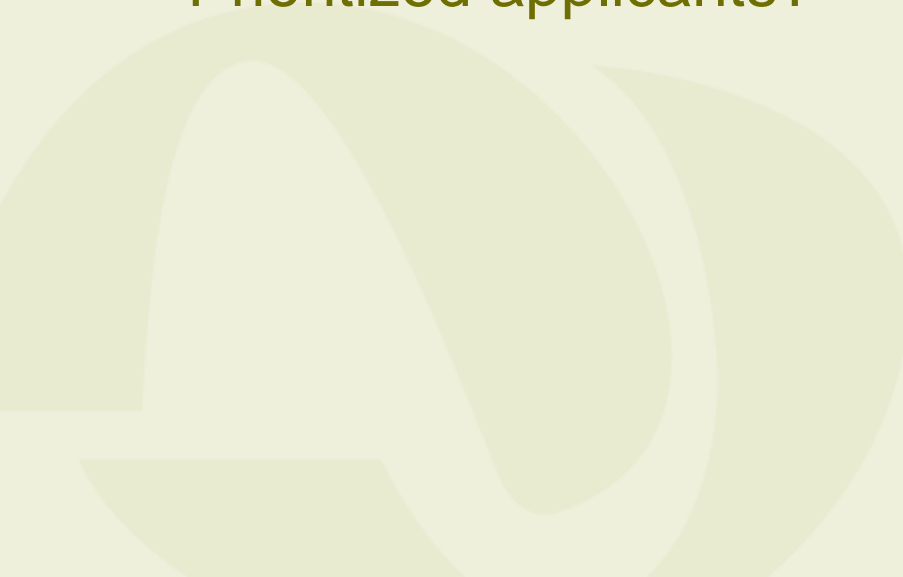
- Advice Vluhr, 19 september 2014

<http://www.demorgen.be/binnenland/pleidooi-voor-toelatingsproef-leraar-lager-onderwijs-a2055560/>

- Experience in secondary education
 - Onderwijskiezer
 - VCLB I-prefer belangstellingsproef
- Experience in higher education and other trainings:
 - Art Academy
 - Medical training: video simulation doctor-patient
 - Police academy: situational judgement tests
 - LUCI-test
 - Ijkingstoetsen <https://www.kuleuven.be/luci/>
 - Language tests vb. TaalVast
<http://ilt.kuleuven.be/cursus/taalvast.php>

Design an Exam

Design an Exam

- Objective?
 - What kind of test?
 - What to measure?
 - How to measure?
 - How to organize?
 - Prioritized applicants?
- 

Congratulations Phalla

Winner of the 'People's Vote' for favourite Global Teacher Prize short film

Phalla Neang | Cambodia



#TeacherPrize

<http://www.globalteacherprize.org/top-10-finalist/phalla-neang>

Pro or Contra ?

Looking at your opinion again...
Have your arguments changed?



Recommendations to our Policy Makers ?

Feedback

- Tom.Vandenbosch@vvob.be, education advisor
- Soetkin.Bauwen@vvob.be, equity in education advisor

- [World Bank Report on Quality of Teacher Education in Cambodia](#)
- [Shadow education in Cambodia](#)
- [Right to Education in Cambodia - community level research](#)
- [Hidden privatization of public education in Cambodia](#)
- [South Africa: Information Guide on Initial Teacher Education](#)
- [Teachers in South Africa: Supply and Demand 2013-2025](#)
- [www.delerarenagenda.nl](#)
- <http://associatie.kuleuven.be/schoolofeducation/toelatingsproef2015/toelatingssproef2015>
- http://eacea.ec.europa.eu/education/eurydice/key_data_en.php
- <http://diasporadical.com/2012/01/11/pass-or-pass-away-the-fate-of-kenyas-examination-candidates/>
- <http://www.sfdblog.ca/an-overview-of-the-Kenyan-education-system-issues-and-obstacles-to-learning>
- Roger Standaert (2014) De becijferde school: meetcultus en meetcultuur. Acco