

## 師資培訓 Teachers Training



### 項目回顧

苗圃行動自1999年起與中國青少年發展基金會(以下簡稱中國青基會)合作開展希望小學師資培訓計劃,在雲南、貴州、四川、湖南及江西等地對苗圃希望小學的教師進行集中培訓及送教上門培訓。

2008年苗圃行動與中國青基會教師培訓中心再次合作開展師資培訓項目,為期三年,即由2008年至2010年。

### 三年培訓計劃目標

通過苗圃教師培訓項目,著力於為項目實施地區培養一批具有示範性質的、較強發展能力的、被當地教育行政部門認可的優秀校長和骨幹教師,力爭建立一批可複製的示範希望小學,使之能夠對周邊地區的鄉村學校起到輻射帶動作用,從而最終使項目學校以及更大範圍社區的孩子受益。

參訓對象選派必須是在職農村小學校長或教師,市區、縣城學校教師不納入培訓計劃,參訓教師年齡為女教師45歲以下,男教師50歲以下,當地教育局承諾參訓教師在未來3-5年工作基本不做變動。

### Program Review

Together with the China Youth Development Foundation (referred to hereinafter as "CYDF"), Sowers Action launched the Primary Schools of Hope Teacher Training Program in 1999. This program aimed to provide centralized training to teachers working in Sowers Action's Primary Schools of Hope in Yunnan, Sichuan, Hunan and Jiangxi. Through the program of "Delivering Education to Students' Doorsteps," teachers were also given topic-specific lectures on teaching techniques and methodology to facilitate reform in education policies and trend.

In 2008, Sowers Action again collaborated with CYDF's Teacher Training Center to unfurl the teachers' quality improvement program which would last for a period of 3 years, ie. from 2008 to 2010.

### Target of the 3-year Training Program

Through the program, Sowers Action hopes to train up a number of school principals and backbone teachers whose ability and outstanding performance are recognized by local education departments. Serving as a model for their peers, these individuals must possess the ability for higher improvement, so that their presence in the respective schools will turn the teacher body of such schools into replicable teams that can be served as models for other schools. It is hoped that the exceptional teacher bodies of the Schools of Hope will create a rippling effect, prompting village schools in neighboring districts to follow suit, so that children attending the Schools of Hope and children attending schools in other communal districts may ultimately benefit from the program.

Trainees must be principals or teachers working in village primary schools. Teachers working in city schools or county capital schools will not be accepted to the program. Female trainees must be below 45 years of age and male trainees 50. The local education departments concerned undertake to ensure that the trainees' work will fundamentally remain unchanged within 3 to 5 years upon the completion of training.

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苗圃行動就此項師資培訓項目每年資助人民幣1,500,000元，三年合共人民幣4,500,000元，每年簽訂為期一年之項目實施合同，三年計劃的培訓班時間表如下：

Each year, Sowers Action provides RMB1,500,000 to the teacher training program. For a 3-year period, the total contribution will amount to RMB4,500,000. The one-year program-implementation contract is renewed each year, with the schedule of training as follows:

### 項目 Program

年份 Year	集中培訓 Centralized Training  (為期10天，對象100人/期) (lasting 10 days with 100 trainees/session)	送教上門校 Delivering Education to Students' Doorsteps (為期7天，對象800人/期) (lasting 7days with 800 trainees/session)	校本研修實踐 培訓班 Advanced level teachers' training
2008	4期 4 sessions	2期 2 sessions	---
2009	5期 5 sessions	---	---
2010	3期 3 sessions	2期 2 sessions	1期 1 sessions

針對此項為期三年的師資培訓計劃，本會委託北京大學社會學系副教授劉能博士對是次計劃進行評估，對培訓班的即時效果、輻射效果及整體模式作實地式及全面的評估，確保培訓班的質素，以及提升師資培訓項目的長遠發展。

Sowers Action has entrusted to Dr. Liu Neng, associate professor of Beijing University's Faculty of Social Science, the task of assessing on-the-spot the immediate results, rippling effects and overall modus operandi of this 3-year training program in a comprehensive manner. This is to ensure the program's quality and improve prospects for the program's long-term development.

### 項目實施原則

1. 集中資源，重點培植，輻射周邊；
2. 以集中培訓為主，送教上門為輔，高級研修樹立樣板；
3. 緊密與地方教育部門協作，簽署合作備忘錄，明確項目要求；
4. 項目實施地通過招標形式嚴格甄選。

### Principles of Implementation

1. Centralize resources, concentrate training, affect neighboring areas with rippling effects;
2. Centralized training as the key, Delivering Education to Students' Doorsteps as the supplement, high-level studies to set up role models;
3. Close collaboration with local education departments, signing memoranda of understanding for co-operation, setting out clearly requirements of the program;
4. Program executors will be selected at the venue of execution by tendering and through stringent selection procedures.

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## 招標過程

地方教育局提出教師培訓合作計劃，中國青基會教師培訓中心組成專家組，甄選標書。擬定出十項一級評估指標，分解為30個二級評估指標，進行評比，在2008年3月底甄選出項目地區為：

雲南省昭通市鎮雄縣、大關縣、臨滄市永德縣、鳳慶縣及甘肅省白銀市五個項目地區。

## 2008年4月份及6月份小學校長培訓班介紹

2008年4月18至27日及6月4至13日舉辦首兩期校長集中培訓班，參與培訓的學員均為項目實施地之農村小學校長或副校長，男女比例適中，除了漢族外，亦有一部分少數民族如彝族、布朗族及傣族校長參與培訓，培訓內容主要針對學校管理與發展、中國教育現狀與趨勢及課程編制與安排等，當中有一環節由本會義務總幹事梁建華先生(4月份)及本會職員黃駿先生(6月份)向學員介紹苗圃，讓校長學員領會公益助學精神，以「一燈燃亮萬燈、生命影響生命」，將社會各界的愛心和關懷傳遞到學校去。

## Tendering Process

Local education departments wrote up the program of cooperation for teacher training. CYDF's Teacher Training Center formed a specialist team to examine the submitted tenders. Evaluation and selection were carried out pursuant to 10 Class I assessment indices which were interpreted by 30 Class II assessment indices.

The 5 venues where the March 2008 selection took place were:

Zhenxiong County Zhaotong City, Daguan County, Yongde County Lincang City, Fengqing County in Yunnan Province; and Baiyin City in Gansu Province.

## Introduction to Training Sessions for Principals of Primary Schools in April and June 2008

The first two sessions of centralized training for school principals took place in 2008 from 18-27 April and from 4-13 June respectively. Trainees were principals or vice-principals of village schools situated in the localities where the program unfurled. There was a balanced ratio of male and female participants. Besides the Han race, some participants were from minority races such as the Yi, Bulang and Tai. Contents of the training mainly focused on school management and development, the current situation and trend of education in China, curriculum compilation and arrangement and etc., with one section reserved for introducing to the participants the work and mission of Sowers Action. This section, which was conducted by Sowers Action's non-salaried Chief Executive Officer Mr. Leung Kin Hwa (in April) and Sowers Action's employee Mr. Wong Chun (in June), aimed to make the participants understand the spirit of providing assistance to education for public benefit. It was hoped that one lit lamp would lead to the lighting of 10-thousand lamps, that one call would draw the response of thousands; hence conveying to the schools the society's concern for their well-being.



