

Impact Assessment of Teacher Professional Development Model

Summary of Impact Assessment Report

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Introduction

Since 2018, School for Life (SfL) and Ghana Friends (GV) have implemented the Teacher Professional Development (TPD) Model in 16 public primary schools across Ghana's Northern Region. Designed to enhance teacher competencies and improve learning environments, the TPD Model aligns with Ghana's pre-tertiary standards-based curriculum, emphasizing learner-centered teaching.

An independent impact assessment was conducted in 2023 to evaluate the real effects of the model. The results are clear: the TPD Model boosts learning outcomes, strengthens school-community relations, and creates engaging, child-friendly classrooms. Now, there is a strong case for its nationwide adoption.

This report is a short version of the Impact Assessment Report. Contact SfL for more information and the full Impact Assessment Report on the TPD model.

Who Conducted the Impact Assessment?

The impact assessment was conducted in November and December 2023 by a research team led by Dr. Chrysogonus Anab, Senior Lecturer at the University for Development Studies, Tamale, and Dr. Iddrisu Alhassan Simon from the Faculty of Education at the same university. The study used a mixed-methods approach, combining classroom observations, interviews, and focus group discussions across seven out of 16 schools in Mion, Karaga, and Kumbungu districts. A total of 384 participants, including Professional Development Coordinators at Colleges of Education, Ghana Education Service's School Improvement Support Officer and District Teacher Support Teams, teachers, headteachers, School Management Committees, and learners, contributed insights, ensuring a comprehensive evaluation of the model's impact.

Key Findings: How the TPD Model is making a difference

1. Improved learning outcomes

Learners in TPD schools perform better than before. By tracking learners' progress from Primary 2 (P2) to Primary 4 (P4), the study found significant improvements in Mathematics, English, and Science. For example:

- Mathematics scores increased by an average of 10 percentage points.
- English and Science scores also improved, reflecting better comprehension and problem-solving skills.

These results confirm that active learning techniques, better teacher engagement, and improved classroom dynamics directly contribute to better academic performance.

2. More engaging and child-friendly classrooms

One of the TPD Model's greatest successes is its impact on teaching methods and classroom atmosphere:

- 75% of teachers in Kumbungu were rated “very good” in creating a child-friendly learning environment.
- Teachers now motivate learners, encourage participation, and use diverse teaching strategies, fostering creativity and analytical thinking.
- Lessons are better planned and structured, making learning engaging, relevant, and interactive.

This shift from traditional, teacher-centered methods to learner-focused education has transformed classrooms into lively spaces where pupils feel safe, respected, and inspired to learn.

3. Strengthened school-community relations

The TPD Model bridges the gap between schools and communities:

- Parents and community leaders are more involved in school activities, leading to increased enrolment and attendance.
- Local communities have mobilized resources to improve school infrastructure, such as building teachers’ quarters and repairing classrooms.
- Teachers and parents now work together to monitor learners’ progress, strengthening accountability and trust.

4. A cost-effective approach

TPD is cost-effective and sustainable:

- Teachers learn practical, easy-to-apply methods that immediately improve classroom instruction.
- Improved learning outcomes justify the investment, making it a good alternative to conventional teacher training programs.
- The model is scalable and can be adopted in many more schools at low additional cost.

Conclusion

The TPD Model works. It empowers teachers, engages communities, and most importantly, improves learning for children. As Ghana strives for higher educational standards, this model offers a proven, scalable, and cost-effective solution that can ensure every child in Ghana benefits from quality teaching and a nurturing learning environment.